

*The Magazine for Executives*

FEBRUARY 7, 1953

## SHOE LABOR—CREEPING OLD AGE?

The shoe industry's priority problem: Too many old workers, not enough young. A rapid and serious decline in young replacements as needed and wanted newcomers are by-passing shoe factory work in favor of more attractive employment elsewhere. Here's the most complete report ever published on this vital subject.

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(page 12)





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# LEATHER AND SHOES

The Magazine for Executives

Vol. 125 Feb. 7, 1953 No. 6

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MEMBER: Audit Bureau of Circulations

February 7, 1953

## Letters to L & S

### Ideas Are Funny

Sirs:

... Your editorial in the January 17th issue, Shoe Obsolescence, was wonderful. As an old shoe man (now lasts), that editorial in my opinion compels one toward good thinking. There's a lot of meat in it.

There's an old saying, "Ideas are funny things—they won't work unless you do." That editorial can stand application of this maxim. The idea is sound and sensible. The job before the industry: how to put it to work.

E. W. Howard

Morton Last Co.  
Cincinnati

### Winter Hides

Sirs:

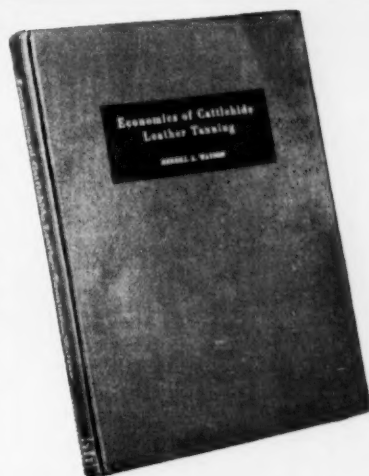
... The Tanners' Council has proposed an idea which deserves a great deal of consideration. It suggests the possibility of winter hides being labeled so that the usual price differential would be recognized by all leather buyers. Thus they would not expect an immediate decrease in the price of leather because of a seasonal decline in the price of winter hides.

At present, there is an actual difference of 2 to 3 cents a pound in the price of December-January hides as compared with August-September hides. Taking into consideration the difference in yield, as well as the quality, this does not make lower cost leather for the tanner. However, it is still customary for leather buyers to expect lower prices on a lower hide market, regardless of the actual cost of producing the leather.

Also, many leather buyers will expect the price of leather to be continued as is on an advancing hide market, using the argument that the tanners still own some of the lower priced hides. This, I believe, is a matter that should be strongly emphasized to all leather buyers.

A. B. Kelts

Eberle Tanning Co.  
Westfield, Pa.



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LEATHER and SHOES



*Shoes in supermarkets may set up serious problems for shoe manufacturers and retailers alike. It boils down to . . .*

## COMPETITIVE SERVICE

**I**N OUR January 24th issue we carried a feature article, "Shoes in Supermarkets." If the response is any indication, this article created a little sensation in the industry. The theme of the barrage of letters that poured in centered on two points:

- 1) Is this "trend" of shoes in supermarkets good or bad?
- 2) What does the industry plan to do about it?

Having made a thorough study of the subject, we'd like now to make some comments editorially about shoes in supermarkets.

First, is it a good or bad trend?

Taking it from the over-all viewpoint, it would seem to be good. Anything that helps sell and produce more shoes is good for the shoe industry. Supermarket merchandising is a modern, streamlined type of operation geared for one result: volume sales. Every other factor takes second place. This doesn't mean that such things as quality and values aren't high on the list of importance. In fact, volume is achieved by offering those inducements.

### New Selling Concept

Applied to footwear, it means that supermarket merchandising shoots for rapid turnover of stock (12 to 15 times a year). This resolves into a new conception of mass selling of footwear.

But there's another important side to this. If the business goes to the supermarket, it's likely that it will go there at the expense of regular or other shoe outlets. It may not mean any over-all increase in pairage or sales or production or consumption—but rather a borrowing from Peter to pay Paul.

For example, the supermarket shoe department will be set up to stock and sell the seasonal items most in demand at the moment: slippers and rubber footwear in cold months;

playshoes in warm months; school shoes at school opening periods; etc. In this way the supermarket isn't burdened with slow-selling or out-of-season inventory. It is selling only the "hot" items of the moment.

### Competition With Shoe Stores

This automatically creates an intense competition with the regular shoe chain or independent shoe store. For these stores make their bread and butter with exactly these same seasonal or "hot" items. If the shoe store doesn't sell playshoes or school shoes in season, there's just no sale. These stores live by the success of their seasonal items. And it is in just these items where the competition is set up.

From the shoe manufacturer's viewpoint it would seem, on first glance, that it makes no difference where his shoes are sold at retail, so long as they are sold. If, therefore, the regular shoe store loses sales to the supermarkets, the latter is going to make up the difference in its orders.

But the manufacturer—especially of branded products (and supermarkets demand branded products in most instances)—must think a little farther. Does he want to submit his branded product to a self-service retail operation? Will the reputation of his product be jeopardized in such an establishment because of the self-service selling (or buying) methods used?

Which brings us to the subject of self-service or self-fitting. As much criticism (a lot of it justified) as there is of self-fitting of shoes, millions of pairs are sold annually in self-service establishments such as department store basements, cancellation outlets, etc. In fact, some people prefer to buy in this way, willing to take the chance on self-fitting if they believe they're getting a bargain in price. Supermarket self-service merely

opens up another such type of outlet.

Another factor: many retail shoe salespersons don't qualify as genuine shoe fitters but are merely "service aids." They may try on the shoe but don't actually *fit* the shoe to the customer's foot. This resolves into basically a self-fitting operation.

Where does that place the shoe industry? Until the large majority (perhaps 90 percent) of shoe salespersons qualify as genuine shoe fitters, the line of demarcation between self-fitting and personalized fitting won't be distinct enough to make a marked impression on the public and create a mass preference for the personalized shoe fitting of regular shoe stores.

We believe there is a definite place for certain types of footwear in supermarkets—particularly slippers and rubber footwear. But not for most other types.

### Need Better Trained Fitters

Retail shoe business may be forced to organize and finance a campaign to "educate" the consumer or public on the values and necessity of personalized fitting in contrast with self-fitting. It will have to be a very potent and persuasive story to overcome the attractions of the low prices and good quality offered in supermarket shoes.

But there's a deeper root. That's the necessity of greatly improved training of shoe fitters to develop a *public appreciation* of personalized fitting. Nothing sells unless you first create a demand and appreciation for it. Preference for patronizing the shoe store will depend upon the service values offered by shoe stores. Otherwise they're in for serious competition.

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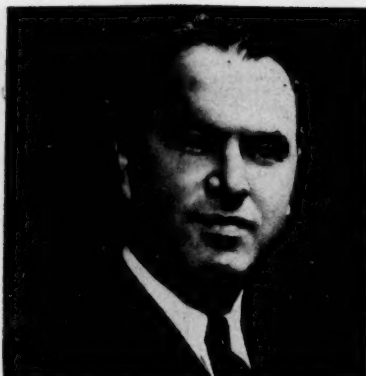
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**John Mara**—"Shoe industry" means both labor and management . . .



**Chas. Jones, Jr.**—Labor relations must reach the highest plane . . .



**Russell Taylor**—Some shoe manufacturers act like gypsies . . .



**Julius Schnitzer**—Technology advances would ease labor problem . . .

**A serious decline in needed young replacements is creating a grave and costly problem for the industry. This worsening problem pleads one point: there's no time to lose. Here's the most complete article ever published on this challenging subject.**

## SHOE LABOR—CREEPING OLD AGE?

**I**N RECENT months, with most shoe factories producing on full steam, an old plague has struck once again at the industry: the shortage of skilled workers. Stories of labor raiding, bonus rates, aged workers pulled out of retirement and other acts of desperation have become rife in the industry.

This shortage plague is a vicious kind of disease that strikes in two ways. In times of high shoe production, it attacks the shoe manufacturer via labor shortages. When production falls, the plague attacks the unions and workers via lowered employment and earnings.

The plague has been with us for decades. It will continue to hang on, becoming increasingly more devastating, until the shoe industry and the shoe labor unions stand up to challenge it and seek a remedy; or at

least seek ways to prevent further disintegration.

The situation is serious, far more serious than is generally realized. Whenever the problem arose in the past, it always seemed to resolve itself. Today, with the influx of many competitive forces bidding increasingly for manpower—particularly young manpower—the shoe industry may soon find itself driven against the wall with no choice of action at all.

The "labor problem"—and there are numerous facets to it—in this case is reduced to one basic problem: *the steady decline of new, young worker replacements in the shoe industry.*

The number of young workers coming into the industry to make a career is seriously below those needed

to replace the number of skilled workers who have retired or are dying off.

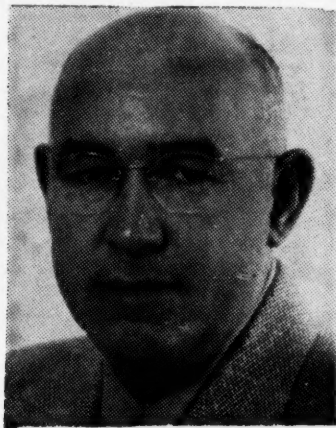
Though the over-all problem itself is highly complex, virtually all authorities agree that the solution will have to be based on two fundamental factors: one economic, the other what might be called sociological.

The first, economic, involves security, steady employment, good wages, pensions and other fringe benefits, opportunity of advancement, attractive working conditions, etc.

The second, sociological, involves setting up a permanent Labor-Management Policies and Practices Committee composed of top-level representatives of unions and management to formulate plans and actions designed to iron out difficulties to the benefit of both sides. This by-passes special interests and gets to the roots of basic industry problems.



Chas. Goldman—Wage pressures can be a kiss of death . . .



Earle Snow—Young people want security and real incentives . . .



Walter Spicer—We must find ways to attract young people . . .

While there are no official figures of average ages of shoe industry workers, the Department of Labor in 1950 issued figures on the "leather and leather products" industry. Of 21 major industries listed, the leather and leather products industry, with the exception of the steel industry, had more workers 45 years

and over than did any other industry. And as to workers 65 years and over, only the furniture industry outnumbered the leather and leather products group. (See Table 1.)

Table 1  
Average Age Of Workers  
In Leading Industries

Industry	Percent 45 years and over	Percent 65 years and over
All mfg.	27.7	3.1
Ordinance	28.4	2.5
Food	25.4	2.8
Tobacco	26.2	3.1
Textile	28.1	3.2
Apparel	30.0	3.4
Lumber	30.1	4.0
Furniture	27.5	4.6
Paper	26.1	3.1
Printing	27.6	4.1
Chemicals	26.1	2.5
Petroleum and coal products	27.3	.9
Rubber	24.7	1.9

Leather and Leather Products	30.1	4.1
---------------------------------	------	-----

Stone, clay, glass	27.2	3.1
Iron and steel	31.6	3.1
Transport. equipment	26.5	3.2
Nonferrous metals	29.2	3.4
Electrical machinery	21.0	1.7
Machinery	29.6	2.8
Automobiles	24.6	2.8
Miscellaneous mfg.	28.5	3.5

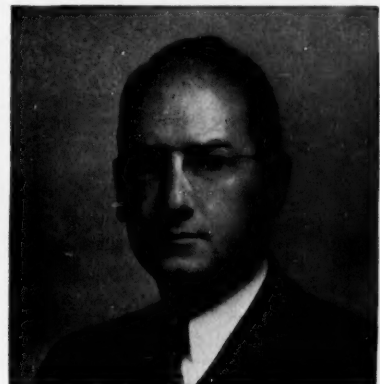
Source: U. S. Dept. of Labor.

Now, it must be remembered that the footwear industry (other than rubber) comprises nearly 70 percent of the total workers in the leather and leather products field. Moreover, if shoe industry workers alone were analyzed for age, this group would likely have more over-45 and over-65 workers than any of the 21 major industries cited in the table.

The proportion of older workers in this industry has been increasing steadily, as shown in Table 2, where a comparison is made between the years 1939 and 1947. The older age group is no doubt in even greater proportion today, and will continue to show a constant rise.



Angelo Georgian—We're not aiming to create labor shortages . . .



Maxwell Field—Textile centers offer excellent labor pool source . . .



Maxey Jarman—Higher wages don't mean higher labor costs . . .

This situation current in the British shoe industry typifies that confronting the U. S. shoe industry. In Britain in 1931, of every 100 male shoe workers, 26 were 25 years or under—but today it has dropped to 17 per 100. In 1931, for every 100 shoe workers, 30 were in the 45-64 age bracket, as against 40 today.

With female shoe workers in Britain the shift of age groups has been even more graphic. In 1931, of every



**Table 2**  
**The Trend: More Older, Fewer Young Shoe Workers**

	Age 45 or over		Age 65 or over	
	1947	1939	1947	1939
All employees	30.1	23.5	4.1	2.1
Men	37.8	30.7	6.6	3.2
Women	22.7	14.6	1.8	.8

100 workers, 52 were 25 years of age or under—but today only 33 of each 100 fall into that age bracket. In 1931, nine of every 100 female workers fell into the 45-65 age range—but today it has risen to 26 out of every 100.

A recent study shows the average age of shoe workers in Brockton, Mass., to be 51 years—much higher than the national average.

Walter T. Spicer, executive secretary of the Associated Shoe Industries of Southeastern Massachusetts (the South Shore area), reports on a recent study of shoe workers' ages in his area—a continuing study over the past three years. This study shows a steady rise in the age levels of both the older and younger workers. In short, the average age is rising because there is a declining number of younger workers coming into the shoe industry.

States Spicer, "This can be alleviated only by an infusion of younger people entering the industry here. In fact, discussions between the local union (Brotherhood of Shoe & Allied Craftsmen) and our Association have taken place and are continuing toward this end. We must make provision to enable the older workers to pass along their skills to younger people if we expect the industry to maintain a healthy growth."

#### **No Attraction For The Young**

But the shoe industry has, especially in recent years, been unable to attract the needed quantity and quality of new and young workers. It has not even succeeded in retaining many of those it brings in for long. Nor are there any immediate signs of improvement. In fact, the trend is to the opposite direction.

The reasons cited are many: lower wages and earnings than in competing industries or jobs; unsteady employment; lack of security; unattractive working conditions; below 40 hours weekly; little chance of advancement, etc. One St. Louis shoe worker summed up the feeling: "Working in a shoe factory is no job to take on for a lifetime trade. Today there are too many better jobs with a lot better promise for tomorrow."

But here are some qualified opinions on the subject. States Russell J. Taylor, president of the United Shoe Workers of America, CIO, "It boils down to a matter of offering more incentive for prospective shoe workers—at least the equivalent of what is being offered by many other industries."

Earle F. Snow, president of the 6,000-member Brotherhood of Shoe & Allied Craftsmen, declares, "The problem is simply to make the industry more attractive to young people—especially in terms of earnings and stability of employment. Young people today want security and opportunities for advancement. But the shoe industry offers little in this respect."

#### **Other Industries Bid More**

"For example, the Brockton area shoe companies are worried about the future. So are we. They want us to start a program of apprenticeship training. We've told them we'd be happy to do it. But there is no incentive for young people to enter the shoe industry because there's no substantial, year-round earning, no opportunity as with so many other industries bidding for those same worker prospects. We're finding it very, very hard to bring in young folks."

And John J. Mara, president of the Boot & Shoe Workers Union, AFL: "Apprentices must be paid a better starting wage to give them incentives. And they must have something to look forward to in terms of increased earnings as they pick up skill. In short, there must be a wide enough margin between unskilled and skilled to make the working up worthwhile."

Angelo G. Georgian, New England representative for USWA, CIO, says, "Many young people aren't coming into the industry because of employment instability and insecurity. Much of the advice not to enter the shoe industry has been given to these young people either by their families or their friends who are shoe workers. Moreover, starting rates are more attractive in other industries where young people are given a welcome start as learners. It is also difficult to attract young women to learn stitching when in some instances

skilled workers' wages in the stitching departments aren't what they should be in comparison with those of male employees."

Walter Spicer again: "One of the most important reasons for the migration of younger workers to industry outside this area (Brockton and South Shore, Mass.) is the attraction of the higher normal base hourly rate of pay. New labor entering the employment market seems to be attracted by a higher wage scale even if it is on a shorter term employment period (as with defense industries), rather than the more stable employment with lower earnings as the shoe industry offers. However, it must be recognized that shoe workers' earnings have been rising steadily, are presently the highest in the industry's history."

The problem is more acute—and will become increasingly so—in the cities rather than in small towns or semi-rural areas. Shoe workers in cities are found to be older than those in small communities.

However, even the smaller towns are beginning to feel the bite as competing industries gradually move in; or because ambitious young workers migrate to larger communities seeking better opportunities.

In many cities even the older shoe workers who are skilled and experienced are, according to some observers, becoming "choosy." Earle F. Snow of BSAC says that in the Brockton area his efforts to recall older workers from other jobs or from retirement have in most cases been to no avail. "They now ask the question, 'Can you guarantee that the job is steady?' Of course we can't. They don't want fill-in jobs during a busy period, knowing that they'll be let go in the inevitable slack periods."

#### **Skilled Labor Declining**

Snow also points out that the skilled labor pool in such shoe towns as Brockton is declining. "The average age of our workers is much higher, because most have made a career of shoe work—and the young replacements are fewer to create a better age balance. Many of our older workers are dying off, and there just aren't enough replacements coming along. The whole thing is down hill."

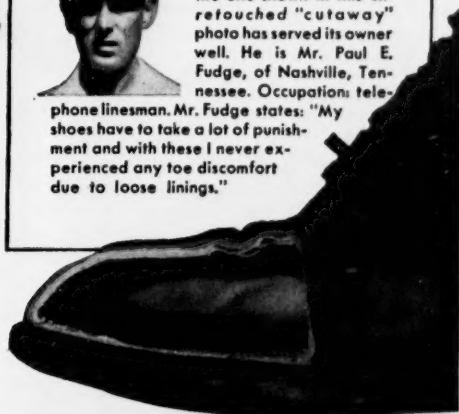
Obviously, a principal part of the problem centers on the matter of wages or earnings. Today, the shoe industry's annual wage bill for production workers totals about \$616,000,000, as compared with \$163,000,000 in 1931, and \$60,000,000 in 1900.





Like all Celastic Box Toes, the one shown in this un-retouched "cutaway" photo has served its owner well. He is Mr. Paul E. Fudge, of Nashville, Tennessee. Occupation: tele-

phone lineman. Mr. Fudge states: "My shoes have to take a lot of punishment and with these I never experienced any toe discomfort due to loose linings."



## It's a Rugged Job BUT "CELASTIC" BOX TOES ASSURE TOE COMFORT

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\*Celastic is a registered trademark of the Celastic Corp.

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Nevertheless, relative to so many other industries, the shoe industry doesn't fare too well. For example, the most recent Bureau of Labor Statistics figures (Sept., 1952) show average weekly earnings for shoe workers to be \$48.69. This was \$20.49 lower than for all manufacturing industries combined; \$27.35 below the average for durable goods industries; and \$13.61 below the average for non-durable goods industries. The comparative figures are shown below.

	<i>Average Weekly Earnings</i>	<i>Average Hourly Earnings</i>
All Mfg. ....	\$69.18	\$1.68
Durable .....	76.06	1.81
Non-Durable ...	62.30	1.55
Footwear .....	48.69	1.28

The all-time high for average weekly earnings in the shoe industry was reached in August, 1952, with \$50.38. And likewise with average hourly earnings (Sept.) with \$1.28. Though this is a far cry from the average daily wages of 50 to 75 cents (12 hours) during the Revolutionary War, and even far above the average weekly earnings of \$18.32 in 1939, it is still not competitive with average earnings of general industrial workers today. And this, as is only too well known, represents one of the major sore spots. A "progress report" of shoe worker earnings over the past four years is seen in the table on this page.

However, in the past two years average weekly earnings of shoe workers have shown a 20 percent increase as against only 16 percent increase for all manufacturing industries combined. From June '50 to June '51 the national wage increase for shoe workers averaged nearly 10 percent, varying state by state, from a high of 13.7 percent in New Hampshire to a low of five percent in Indiana, as the table below reveals:

	<i>% Of Rise June '52 to June '51</i>
Average U. S. ....	9.6
Cal. ....	5.0
Ind. ....	10.5
Ill. ....	(not available)
Me. ....	11.4
Md. ....	9.7
Mass. ....	10.5
Mo. ....	6.8
N. H. ....	13.7
N. Y. ....	8.9
Ohio ....	12.3
Penn. ....	10.3
Wis. ....	10.3

#### 4-Year Progress Report of Earnings and Hours

	<i>Average Weekly Earnings</i>	<i>Average Weekly Hours Worked</i>	<i>Average Hourly Earnings</i>
1949 Average	\$39.35	35.9	\$1.10
1950 Average	41.99	36.9	1.14
1951: Jan.	45.88	38.3	1.20
Feb.	46.99	38.8	1.21
Mar.	46.56	38.1	1.22
Apr.	43.74	35.5	1.23
May	42.10	34.2	1.23
June	43.74	35.5	1.23
July	44.32	36.3	1.22
Aug.	43.49	35.5	1.22
Sept.	42.73	34.6	1.23
Oct.	41.83	33.9	1.23
Nov.	42.11	34.1	1.23
Dec.	45.77	37.1	1.24
1951 Average	44.11	36.0	1.22½
1953: Jan.	47.24	38.1	1.24
Feb.	48.32	38.5	1.26
Mar.	48.94	38.6	1.27
Apr.	46.25	36.7	1.27
May	46.06	36.5	1.27
June	48.11	37.7	1.26
July	47.68	38.3	1.25
Aug.	50.38	39.7	1.27
Sept.	48.69	38.1	1.28

Source: Bureau of Labor Statistics.

However, measured by another standard, hourly earnings, the shoe worker has not made gains in keeping with all manufacturing industries as a whole. It has taken two years to raise hourly rates by 11 percent (1950 average of \$1.14 to current rate of \$1.28). For all manufacturing combined the rise was 15 percent.

But hourly rate in the shoe industry is often a deceptive standard of earnings measurement. The hourly wage rate may differ from hourly earnings, depending upon such factors as output per man-hour, type and quality of shoe, skill of the worker, management supervision, equipment and machinery, factory policies, etc.

For example, in 1945, man-hours expended per pair of men's shoes in New England was 8.8 percent less than in 1939, and for women's shoes it was 30.5 percent less. This was a far better record than that achieved for the same comparable period in the West and South. In the West, man-hours expended per pair of men's shoes increased by 3.4 percent, and in women's shoes man-hour output in both the West and South showed only half the improvement shown in New England.

Thus, if a Western shoe factory had higher hourly rates than a New England shoe factory, the latter would nevertheless have higher earnings—presuming, of course, both worked equal number of hours.

But no matter how wages or earnings are figured, the most graphic denominator is annual earnings. Here again, on a comparative basis, the shoe industry does not fare well. In 1951, average annual earnings amounted to \$2,200 for shoe workers, and in 1952 will be close to \$2,500. This compares with \$3,590 for all manufacturing industries combined; \$3,984 for durable goods industries; and \$3,254 for non-durable goods industries.

#### Guaranteed Annual Wage

Another aspect of annual earnings is the increasing discussion of the guaranteed annual wage. Though this has been in the nebulous stage in most industries for some time, there are signs of crystallization. The celebrated case of Nunn-Bush and its "Guaranteed Production Plan" comprises one aspect of guaranteed wages and employment.

But perhaps even more significant is the recent agreement (January, 1953) of the huge Brown Shoe Co., St. Louis, with the AFL Teamsters Warehouse Union. This was a 5-year collective bargaining agreement guaranteeing a minimum of 2,000 hours of work a year, exclusive of overtime. It is the first such contract in the shoe industry. There is also a 45-cent wage increase to be distributed over the 5-year period, in addition to a pension plan agreement.

(Continued on Page 36)

## USMC THERMO-CEMENTING AND FOLDING MACHINE—MODEL A



# Is This Star in your Fitting Room?



Fabric, imitation leather or leather French bindings can be adhered with equal ease with the thermoplastic cement used by this machine. Save cost of coating and loss due to breakdown of adhesive coating on bindings in stock.

Operators and factory men too, like the quieter operation, the great reduction in vibration, the productive capacity they have with this machine.

Maintenance time and parts costs are cut by improved machine design in which all internal parts operate in oil bath.

For the first time, the cementing and folding of French bindings are combined in one machine operation by the **USMC** Thermo-Cementing and Folding Machine—Model A. This efficient bench unit has had, in its brief career, a rapid rise to popularity in scores of fitting rooms. In nearly every case it has provided important economies over the methods replaced.

One of the "36 new United machines in five years," this modern machine answers the need of shoe manufacturers for the best shoemaking quality.

Like all United machines its production efficiency is maintained by a trained service organization and by supplies of replacement parts located in the various shoe centers.

Ask your United Branch Office for full details.

**UNITED SHOE MACHINERY CORPORATION**  
BOSTON, MASSACHUSETTS



# INTERNATIONAL TO BUY FLORSHEIM

## PURCHASE OF STOCK SET AT \$21 MILLION

### *Chicago Firm Will Operate Independently*

Most significant news to hit the shoe industry in many a day came early this week with the announcement that International Shoe Co. of St. Louis, world's largest shoe manufacturer, has agreed to purchase the capital stock of Florsheim Shoe Co., large Chicago manufacturer, for about \$21 million.



Harold Florsheim

Although Florsheim's sale to one of the leading shoe producers had been in the rumor stage for the past three weeks, officials of the Chicago firm had continually denied all such reports. On Monday, Feb. 1, official announcement was made by Irving and Harold Florsheim of Florsheim Shoe Co. and Edgar E. Rand, president of International.

Under terms of the agreement, International has agreed to acquire all of Florsheim's Class A stock at \$30 per share and all of Class B stock at \$15 per share. The purchase is contingent upon 85 percent of the "A" stock and 98 percent of the "B" stock being delivered within four weeks of the date of International's offer, which will shortly be made to all Florsheim stockholders. Both Irving and Harold Florsheim have agreed to accept International's offer.

"It is our intention that Florsheim Shoe Co. shall continue to operate as a separate and independent unit with no change contemplated in management or operational policies," Rand said. "Irving Florsheim and

Harold Florsheim will remain as chairman of the board and president, respectively, and all other officers and directors will continue.

"Except for management coordination, present plans call for completely independent operations by the Florsheim Co.," Rand stated. He added that their lines do not compete "but are complementary."

News of the sale had an almost immediate effect upon Florsheim's stock.

Its Class "A" stock closed on the New York Stock Exchange Saturday, Jan. 31, at 20 $\frac{3}{4}$ , only  $\frac{1}{4}$  point below its high over the past year. By mid-week, the stock was selling at 27 $\frac{7}{8}$ . International Shoe capital shares, which closed Saturday at 38 $\frac{5}{8}$ , were bringing 40 $\frac{7}{8}$  late this week.

Founded in 1892, Florsheim has long been one of the world's leading producers of fine men's shoes. In 1929, it added women's shoes to its lines and has 3,300 workers producing close to 2,500,000 pairs of men's and women's shoes annually at its five plants in Chicago and one in St. Louis.

The company distributes its shoes through some 5,000 independent

stores and 86 retail outlets operated by subsidiaries.

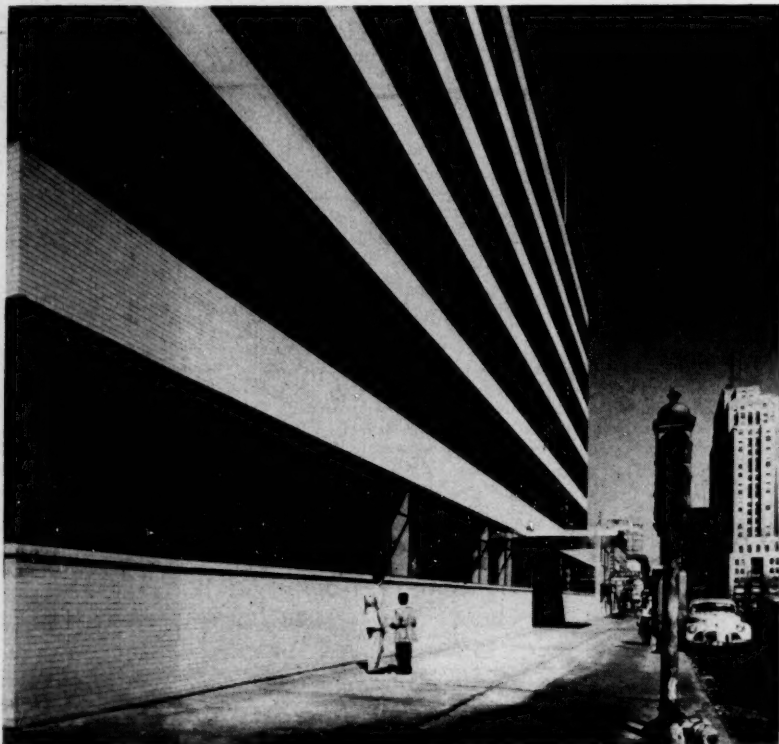
International was formed in 1911 as a consolidation of Roberts, Johnson & Rand Shoe Co., founded in 1898, and Peters Shoe Co., which began operations back in 1836. In 1912, Friedman-Shelby Shoe Co. was acquired. International also operates a fourth general line division, Sundial Shoe Co., with headquarters in Manchester, N. H.

The St. Louis firm has also developed four men's and two women's specialty divisions. They are: Vitality, Queen Quality, Pennant, Accent, Winthrop, and Hy-Test. The company has several volume account sales divisions which supply shoes to the large chains and other volume accounts.

Today, International operates 55 shoe factories turning out medium-priced men's, women's and children's shoes at the rate of more than 50 million pairs annually — approximately one-tenth of the national output of 500 million pairs per year.

Employing close to 34,000 workers, International also produces much of its own leather and other shoe

(Concluded on Page 20)



Florsheim's newest plant in Chicago



## LEATHER INDUSTRIES REPORTS PROGRESS

### Sees Further Gains Ahead In 1953

Achievements of Leather Industries of America during 1952 exceeded by a wide margin the goals set initially, directors of the leather promotion group reported at a recent meeting in New York.

Reviewing the work of the organization since its formal inception in March 1952, directors found that prospects for 1953 promised ever further gains in "preserving leather's established markets and developing a greater appreciation of leather."

A year-end report adopted by the directors, which will be issued to all LIA members, reviews all aspects of the 1952 program. The report stated that results of advertising, educational and informational activities "yielded a return many times in excess of actual expenditures."

Judge Clayton Van Pelt, president of the group, reported "tangible and measurable" results in improving consumers' attitudes toward all-leather shoes and leather articles, as well as in strengthening morale among shoe retailers and manufacturers.

Highlights of the activities sum-

mary included evaluation of participation in TV programs, penetration of the daily press with news and feature stories, cooperation with national magazines in presenting articles, and the impact and merchandising participation directly attributable to the LIA program.

"Noteworthy progress" was also reported in recruiting allied industries firms as members. Some of the most important firms in the chemical and hide industries as well as other suppliers and customers of the tanning industry have joined and more are expected to do so this year.

### Athletic Shoe Retains Its Slipper Operations

Athletic Shoe Co., Chicago, largest maker of athletic footwear in the country, is continuing its slipper operations, according to Willy Nordwind, president of the firm. The company recently sold its Athco and Spot-Bilt athletic shoe lines to A. R. Hyde and Sons, Cambridge, Mass. shoe manufacturer.

Athletic Shoe Co. will maintain sales and administrative offices at 564 W. Monroe St., Chicago.

All industrial real estate of the firm, consisting of more than 300,000 square feet in Illinois and Indiana, has been leased on long-term leases to other firms.

## ARMY DEVELOPS NEW INSULATED BOOT

### "Thermo-Dry" To Be Tested In Korea

An improved insulated combat boot will be tested in Korea this winter to determine if it should be adopted as standard cold weather footwear for soldiers, Army officials announced this week.

The new boot, called the Thermo-Dry Boot, uses a plastic material resembling foam rubber as insulation rather than the wool fleece and felt used in the present cold weather footwear.

Army officials said preliminary tests indicate the new boot has "definite advantages" over the old. Weighing five pounds a pair, it is 10 percent lighter than the present cold weather boot. Even if the outer layer is torn away, it will not permit water to enter and maintains its insulating qualities.

The unicellular synthetic rubber used as insulation in the boot is also being employed in the Army's new experimental "cold bar suit," a cold weather garment now being tested in Korea, the Army added.

### ENDICOTT NET UP

Endicott-Johnson Corp., Endicott, N. Y., shoe manufacturer, reports its sales volume in the last half of 1952 presented "a more satisfactory picture" than in the first six months and that "indications are that shoe business will be good for several months," according to C. F. Johnson, Jr., president of the firm.

The company reported a consolidated net profit for the year ended Nov. 31, 1952, of \$2,572,161 after Federal taxes, equal to \$2.82 per share on 810,720 shares of common stock outstanding. This compared to a consolidated net profit for the previous year of \$2,329,302 after taxes and normal inventory charges, equal to \$2.52 per common share.

Johnson reported that although unit sales were approximately equal to 1951, dollar sales were off nine percent because of lower selling prices. The company's sales to the Government accounted for only nine percent of total volume produced as compared with 14 percent in the previous year.

Inventories of the firm were reduced about \$12 million during the year, due principally to a decline in hide prices and smaller number of units in stock.

## BEST FOOT FORWARD



S. W. Chan, of New York City, is one man who believes you should put your best foot forward regardless of how bad things get. And with reports that conditions are going from bad to worse in China, Chan is concerned about the comfort of his relatives in Hong Kong. Result is he has made it a practice every now and then to send them a package of soles and heels, which are attached to their shoes by shoemakers in the British Crown Colony. Here, Chan discusses the merits of a heel with Saul Kupferman at Worth Street Leather Co., in New York.

## GREENEBAUM TO SELL ONE MILWAUKEE PLANT

### *Will Condense Operations Into Two Plants*

J. Greenebaum Tanning Co. is offering for sale its north side Milwaukee tannery located at 4763 N. 32nd St., according to Louis J. Greenebaum, president of the firm.

The move is designed to condense the firm's tanning operations, Greenebaum said.

J. Greenebaum has another plant in south side Milwaukee and one in Chicago. The company is a leading producer of side upper leather and also makes splits, sole leathers, horsehide garment leathers and specialty leathers.

More than 150 workers have already been dismissed at the north side Milwaukee plant and the remaining 450 will be laid off as there are no more hides to soak. "We are going to keep on making leather until we've exhausted the hides provided for this plant," Greenebaum said. "All our orders are filled for the leather."

He added that there is a possibility of expanded operations at the other two plants. These will not be affected

by the closing. About 300 workers are employed at the south side plant and over 300 at the Chicago plant.

Greenebaum has occupied its north side plant since 1915. It has half a million square feet of floor space and many facilities.

Decision to close is "not for financial reasons," Greenebaum explained.

## ST. LOUIS OUTPUT UP 33% IN NOVEMBER

Production of footwear in the Eighth Federal Reserve District during Nov. 1952 totaled 7,105,000 pairs, some 19 percent less than the 8,750,000 pairs produced in Oct. 1952, but fully 33 percent greater than the 5,345,000 pairs turned out in Nov. a year ago, the Federal Reserve Bank of St. Louis reports.

For the first 11 months of 1952, total output amounted to 86,063,000 pairs, some 14 percent above the 75,412,000 pairs reported in the same period of 1951.

### AMER RESUMES SOAKING

William Amer Co., Philadelphia, Pa., tanner of King Kid, reports it has resumed regular production after three weeks of curtailed soaking.

## HIDE IMPORTERS ELECT NEW OFFICERS

### *To Meet Jointly With Hide Association*

New officers of the National Association of Importers and Exporters of Hides and Skins for 1953 include Charles McCarthy, president; Richard Rossbach, 1st vice president; Martin Blumenthal, 2nd vice president; Alfred E. Greene, treasurer; and Henry Worth, secretary.

Officers were elected at the group's annual meeting held Feb. 3 at Miller's Restaurant in New York City. Carl Shaifer, retiring president, directed the meeting.

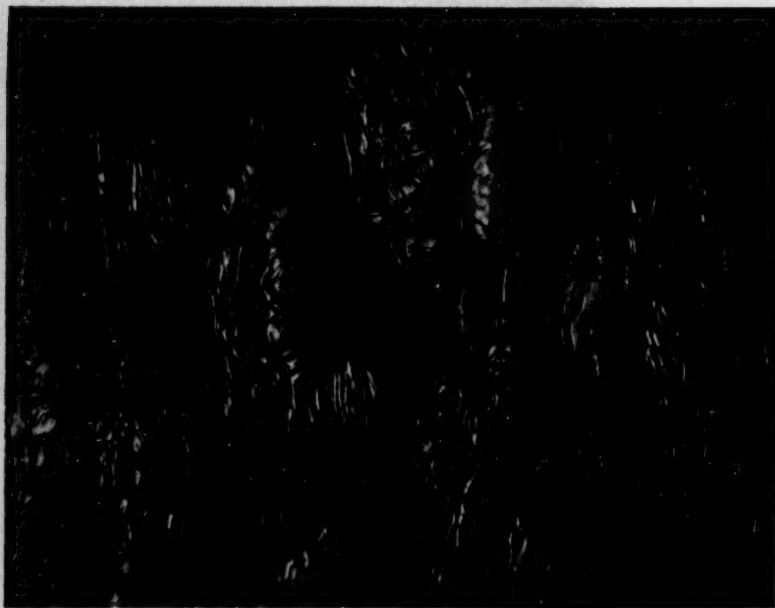
Shaifer said the industry did not face many difficult problems during the present time. He pointed out that French calfskin quotas and reporting of goatskin sales by tanners were about the two most pressing problems of the moment.

The Association's current membership is 71. Three members died during the past year.

Elected for three years to the board of directors were: Martin Morton, Bernard Rosston, Al Schain, and Charles Schwab.

Members voted to hold a joint meeting with the National Hide Association at the Hotel New Yorker on May 25 of this year.

## MASTERWORK IN LEATHER ART



This fine example of superb leathercraft is the work of Don MacKinnon, one of the world's foremost leather "artists." The "tableau" is 18 x 13 inches and is representative of his other work. MacKinnon takes meticulous care in the selection of his leather. Every minute detail of the figures in relief is authentic, based on weeks of careful research. Special dyes are used for coloring effects.

### MORRELL SALES OFF

John Morrell & Co. reports for the 53 weeks ended Nov. 1, 1952, net sales totaling \$292,476,459 and net income after taxes, flood losses, etc., of \$248,604 equal to 31c per share as compared with the previous year's total sales of \$307,650,399 and net income of \$1,224,872 equal \$1.53 per share.

The sharp drop in earnings for 1952 and the decline in sales during the latest year were attributed to 88 work stoppages, slowdowns and strikes which materially reduced shipments from the Ottumwa plant. Also, lower prices and the loss of productive facilities of the firm's Topeka, Kansas, plant which was not reopened after the floods of July 1951, contributed to the company's poorer showing.

J. M. Foster, president, reports that since the start of the current fiscal year, operations have been maintained without interruptions and at high levels. Operating economies have been put into effect which "should help us to achieve more satisfactory results," he added.

# **DREW LUXOLENE**

**... a fine lubricant  
for fine leathers**

**LUXOLENE**, a water insoluble neutral ester developed by Drew Research Laboratories, offers tanners several important advantages over natural Neatsfoot Oil.

It is more uniform in chemical and physical properties, generally runs from 2° to 5° in Pour Point below the usual 20° Neatsfoot Oil, and is free from stearines, thus affording tanners less danger of spue.

Luxolene is available in three types to suit any tanner's individual requirements:

1. **REGULAR LUXOLENE**, which has about the same viscosity as natural 20° Neatsfoot Oil.
2. **LUXOLENE HV**, which has a substantially higher viscosity than the natural oil.
3. **LUXOLENE HG**, which contains Hygro, thereby imparting hygroscopic properties to the oil, which is often desirable.

These grades of Luxolene can be used either straight or in blends for oiling off the grain of fine leathers, or they can be used in the preparation of water dispersible fatliquors, either with sulfated oils, or soaps in alkaline fatliquors.

We welcome requests for specific information concerning your individual requirements.

LEATHER OILS DIVISION  
**E. F. DREW & CO., INC.**  
15 East 26th Street, New York 10, N. Y.  
CHICAGO      PHILADELPHIA      BOSTON





## HIDE FIRM'S EXPORTS BANNED FOR 4 MONTHS

Schmoll Fils-Deevy Corp. of New York City and its vice president, James J. Grabell, have been denied all export license privileges for four months because of export control violations in connection with the shipment of more than 2,500 hides to Japan, the Office of International Trade, Department of Commerce, reports.

The denial order holds in abeyance an additional four months' suspension if the firm and its officer com-

mit no further export control violations during the entire eight-month period.

OIT claimed a New York exporter (OIT Press Release 1074), realizing that his prospective share of the hide export quota would be too small to fill the orders he held from Japanese firms, arranged with Schmoll Fils-Deevy Corporation and a number of other U. S. hide and leather firms to export the hides. This was done in some cases by applying for export licenses under the various firms' names, and in other cases by using

for his own purposes licenses already granted to the firms by OIT.

Schmoll Fils-Deevy, a well established firm dealing in hides for both domestic consumption and export, was granted three licenses in March and May, 1951, to export 1,000 hides under each license. It shipped 312 hides under one license.

OIT said that two of the three licenses had been improperly acquired. In one case, Schmoll Fils-Deevy applied for authority to export 1,000 hides when it held an accepted order for only 312 hides. In the other, which the firm said was filed through a clerical error and was an exact duplicate of another license application, no firm order was held. Evidence of such an order is required by OIT regulations.

### Two Licenses Held

The New York exporter learned that Schmoll Fils-Deevy held the licenses, and the two parties entered into an arrangement whereby Schmoll Fils-Deevy agreed to sell 2,500 hides to the New York exporter and to make its licenses available for use by the New York exporter.

Schmoll Fils-Deevy filed applications to amend its licenses, changing the name of the consignee to the New York exporter's customer. Since Schmoll Fils-Deevy failed to indicate that the new consignee was not its own customer, this was a violation of export control regulations. The Schmoll firm admitted the charges but said that the action was taken to accommodate a customer (the New York exporter) without knowledge that it was a violation of regulations and that Schmoll had made no profit on the transaction.

The suspension order will expire May 27, 1953.

In deciding on the length of the suspension, OIT took into consideration the firm's excellent reputation in the trade and the willingness of its officers to cooperate with OIT.

### Frank D. Connor

... former shoe manufacturer, died Jan. 29 at his home in Manchester, N. H. Prominent in the New Hampshire shoe industry for many years, Connor had lately operated the Texcraft Products Co. in Manchester. A lifelong resident of the city, he belonged to the Manchester Council, the Knights of Columbus, and other local organizations. Surviving are four sisters and two nieces.

(Other Deaths on Page 46)

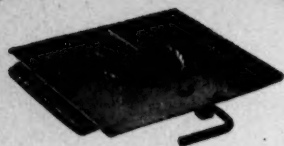
**BARBOUR**  
*SturmWelt*  
ALL-LEATHER



**"WEATHERSTRIPS"**  
YOUR  
SHOES

**BARBOUR WELTING COMPANY**  
BROCKTON 68, MASSACHUSETTS

## CUTTING, PERFORATING, MARKING DIES



### MANUFACTURERS

Cutting, Perforating, Marking Dies.  
Also Machine Knives.

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Fales Clicking Machines and Seelye  
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Knox celebrated Ribbon Type Stitch  
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**NEW ERA DIE CO.**  
Red Lion, Pa.



## New Nylon Thread Offered For Moccasins

Premier Thread Co., of Pawtucket, R. I., has announced development of the first successful Nylon hand-sewing thread for moccasin stitching.

Thomas F. Mahoney, president of the firm, said that the new Nylon product, latest member of the Premier "Neophil" family, is "the long-sought solution to the frequent failures in the stitching on moccasin footwear." The new thread comes in any length, pre-waxed and hackled.

The story behind Premier's development of the new thread goes back many months, when a prominent shoe manufacturer set out to find a positive solution to the old problem of moccasin stitching. In the past, early thread failure tended to cause moccasins to fall apart after relatively limited use, no matter how high the quality of leather and dyes employed.

The manufacturer called in Premier's Technical Servicemen to develop the special high-standard hand-sewing thread. Premier's technical men found that previous attempts had been made to market a Nylon hand-sewing thread, but had failed because the thread had always been impossible to hackle satisfactorily. Using a top-quality thread, they fi-

nally developed a successful method for hackling in their own factory.

Controlled shoe plant production trials with the new thread indicate completely satisfactory sewing performance, with not even minor problems in manufacturing.

Mahoney indicated that the new thread would up production costs slightly, but then emphasized that manufacturers using the new Neophil actually save money in two ways: through reduced hand labor costs and through fewer returns.

## Diamond Alkali 1952 Sales Gain

Net Sales of Diamond Alkali Company, Cleveland, O., for the year of 1952 were \$76,673,311 as compared to \$80,748,796 in 1951, according to President Raymond F. Evans.

Net income in 1952, after provisions for Federal income and excess profits taxes, was \$5,461,820, which, after payment of preferred stock dividends, is equivalent to \$2.18 per common share on 2,262,303 shares outstanding.

This compares with net earnings of \$6,674,297 or \$2.95 per common share in 1951. Payments of preferred stock dividends began in 1952.

## Department Store Sales Off In November

Sales of all types of shoes in the nation's leading department stores during Nov. 1952 showed declines of five to 14 percent in dollar volume from the same month of 1951.

Latest figures released by the Federal Reserve Board show that dollar sales of women's shoes in 207 department stores over the country dropped five percent from the Nov. 1951 totals. For the first 11 months of 1952, women's shoe sales showed a decline of one percent from the 1951 period.

Men's and boys' shoes fell nine percent for the month, as reported by 196 stores. Sales for the first 11 months were off three percent.

Women's and children's shoes combined fell five percent saleswise for the month and only one percent for the 11-month period.

Basement sales of all types of shoes during Nov. fell 14 percent from Nov. 1951. They were down four percent for the first 11 months.

End-of-month stocks were reported as follows: women's and children's shoes, up two percent; women's shoes, up two percent; children's shoes, up one percent; men's and boys', no change; basement, up two percent.

# The New Boston HOT-MELT SPOTTING MACHINE

**D**ESIGNED exclusively for the application of the new hot-melt spotting cements—for attaching wood, steel or fibre shanks; for spotting heel tucks; for spotting platforms to split wood heels; for attaching dutchman and many other uses.

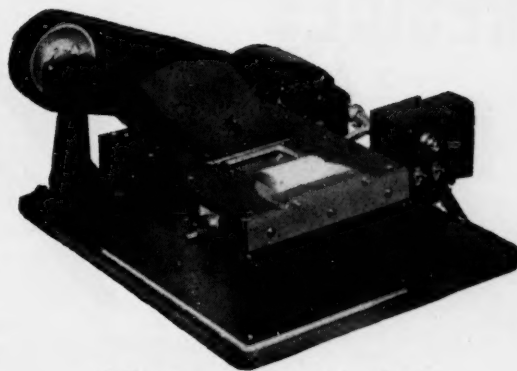
Fast, safe, clean and economical, this new machine has these features:

Motor does not start until the melt is at workable temperature.

Bearings are all inside and are self-lubricated.

Sensitive thermostatic control holds the melt at correct operating heat level.

Aluminum fins deliver heat rapidly and uniformly to the body of the melt.



Call our representatives for details.

**BOSTON MACHINE WORKS CO.**  
LYNN MASS. U.S.A.

### BRANCH OFFICES:

Dallas, Texas	Whitman, Mass.	Columbus, Ohio	Chicago, Ill.	Kitchener, Ont.	Woodridge, N. J.
Johnson City, N. Y.	Cincinnati, Ohio	Milwaukee, Wis.	St. Louis, Mo.	Los Angeles, Cal.	

## MILITARY BIDS AND AWARDS

### Boot Repair Kits

**February 9, 1953**—TAP-30-352-53-233—35,000 ea. kit, repair, boots, combat, rubber insulated; FOB Destination; 100% overseas pack; delivery by March 31, 1953, to Port of Embarkation, Oakland, Cal.; opening, New York, 4 P.M.; this procurement for the Army.

### Combat Boots

**February 17, 1953**—TAP-30-352-53-208—1) 120 pr. boots, service, combat, russet, mildew-resistant; 2) 60 pr. outsoles, rubber with leather midsole combinations; FOB Destination which is Philadelphia; delivery by March 31, 1953; 100% domestic pack; opening, New York, 11 A.M.; this procurement for the Army.

### Glove Shells

**February 17, 1953**—TAP-30-352-53-221—274,500 pr. glove shell, leather M-1949—FOB Origin; delivery: 136,950 pr. March 1953; 137,550 pr. April 1953; opening, New York, 1 P.M.; this procurement for the Army.

### Glove Shells

**February 17, 1953**—TAP-30-352-53-NEG-74—274,500 pr. glove shell, leather M-1949—FOB Origin; Purchasing Agent, Harry B. Schwartz; delivery at the rate of 136,950 pr. March 1953; 137,550 pr. April 1953; negotiating session: New York

ASTAPA Office, 111 East 16 Street at 1 P.M.

### Cattlehides

**February 25, 1953**—TAP-30-352-53-207—2,000 lbs. leather genuine rigging cattlehide; backs or sides, full grain; vegetable-tanned; natural color; 100% export pack; delivery by July 31, 1953; 1,000 lbs. each to Norfolk, Va., and Oakland, Cal.; FOB destination; opening, New York 1 P.M.; this procurement for the Navy.

### Chamois Leather

**March 2, 1953**—TAP-30-352-53-209—4,600 ea. leather, chamois, made from flesh-splits of sheepskin, soft, moisture-absorbent; 500 ea. for Brooklyn, N. Y.; 1,600 ea. for Philadelphia; 900 ea. for Cherry Point, N. C.; 600 ea. for Great Lakes, Ill.; 1,000 ea. for Oakland, Cal.; delivery 3,600 ea. during June 1953, the balance during August 1953; 100% domestic pack. Opening, New York, 4 P.M. This procurement for the Navy.

### Gloves

**March 3, 1953**—TAP-30-352-53-194—4,790 pr. gloves, sig. gloves, LC-10, leather lineman's, general purpose, size 11, heavy purpose wt., natural shade, buckskin palms, gauntlet style; 100% export pack. FOB destination: 1,440 pr. Lexington, Ky.; 1,190 pr. Sacramento; 720 pr. Atlanta; 720 pr. Decatur, Ill.;

480 pr. San Antonio; 240 pr. Baltimore; delivery: 2,395 pr. June 15; 799 pr. July 15; 798 pr. August 15; 798 pr. Sept. 15; opening, New York, 11 A.M.; this procurement for the Army.

### ADDISON BIDS LOW

John Addison Footwear, Inc., Marlboro, Mass., submitted the low bid at the opening of ASTAPA Invitation TAP-30-352-53-155. The New England concern offered to supply 60,000 pairs of russet combat service boots at the rate of 20,000 prs. each at 5.70; 5.95; and 6.15; 60 days acceptance, 1/10 of 1% in 20 days. The invitation for the boots was recently amended to call for a total quantity of 566,664 prs. Lowest among fourteen bidders were:

Endicott-Johnson Corp., Endicott, N. Y.; 130,680 prs. at 6.195; 39,996 prs. at 6.47; and 50,004 prs. at 7.00; 20 days acceptance, net.

J. F. McElwain Co., Nashua, N. H.; 200,000 prs. at 6.175; and 100,000 prs. at 6.245; 20 days acceptance, net.

General Shoe Corp., Nashville, Tenn.; 100,000 prs. each at 5.88; 5.98 and 6.08; 20 days acceptance, net.

Doyle Shoe Co., Brockton, Mass.; 20,000 prs. at 6.05; 20 days acceptance, net.

Belleville Shoe Manufacturing Co., Belleville, Ill.; 40,000 prs. at 6.095; 20 days acceptance, 1/10 of 1% in 20 days.

# DRESIDES

®

a leather by...

# Greenebaum

A smooth, sleek full chrome leather for dress wear. Its calf-like finish and rich appearance add distinction to any shoe. Comes in all standard colors.

TANNERIES IN MILWAUKEE AND CHICAGO

J. GREENEBAUM  
TANNING COMPANY ★  
CHICAGO MILWAUKEE BOSTON



## WHO'S THE BOSS—YOU OR THE STITCH?

When stitching is costly, irregular in quality and performance, the stitch is boss over you. Turn the tables and scientifically control that work by adopting

**"CONTROLLED STITCHING"**

**AJAX MACHINE CO.**

**170 Summer St., Boston, Mass.**

Call Liberty 2-8684

Catalog on Request



## Promoted At Peters



C. Robert Smock, who has been appointed sales manager of women's, children's and growing girls' shoes of the Northwest Division of Peters Shoe Co., division of International Shoe Co., St. Louis. Smock began his career in the shoe field with J. C. Penney Co., opened his own retail shoe store in California in 1937, and joined Peters Shoe Co. in 1946. He has been traveling the San Francisco and Bay area of California for the company.

## ATOMIC SHOES

Shoes that explode are the latest possibility on the atomic warfare front. At least, that's the opinion of Clarence Martin, a ditchmaster of Boise, Idaho.

Martin, whose job it is to care for ditches in his home town, sprayed some sodium chlorate in a ditch early in Jan. The weather was wet, causing his shoes to soak up some of the explosive chemical.

Last week, he set a grass fire to clear a ditch. He kicked some burning trash into the ditch and his shoes exploded.

Despite his surprise, Martin had enough presence of mind to run across the street and leap into a puddle of water. Shortly afterward, he entered a hospital with first and third degree burns of the feet.

## MELVILLE SHOE WINS MANAGEMENT AWARD

Melville Shoe Corp., leading retail shoe chain, has been awarded a certificate of management excellence for 1952 by the American Institute of Management.

In presenting the award to Ward Melville, president of the firm, Emil V. Hegyl, vice president of the Institute, stated that "not only does Melville excel within the industry

but it is one of the 330 companies in all industries, out of 3,000 studied, to rate the award."

Melville reported that the company's dollar sales during 1952 showed a gain despite average lower shoe prices. Unit sales were higher in every merchandise classification, he added. Dec. proved a record-breaking month for retail divisions, including Thom McAn, Miles, and John Ward.

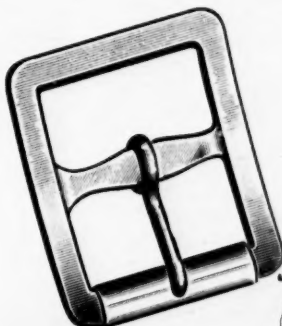
The company obtained additional sales through an arrangement with Montgomery Ward to sell Thom McAn shoes by mail and in 161 selected stores to consumers not

reached by the company's own retail stores. During the year, Melville added 18 Thom McAn stores.

Merger with Miles Shoes, Inc., during the year made Melville the largest retailer specializing in shoes. Addition of 151 Miles stores brought the company's total to 745 stores with combined retail sales volume in 1952 reaching near \$100 million.

• **George Beasley**, formerly of Whittemore-Wright Co., Inc., Charlestown, Mass., producer of tanners' oils, has joined Angier Products, Inc., Cambridge maker of shoe chemicals, cements and adhesives.

No. 6138½ Convex Roller Buckle (Concave No. 7138½) Size ¾"



## HEAVYWEIGHTS

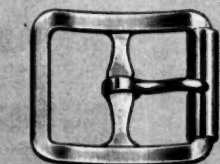


## for RUGGED DUTY BOOTS

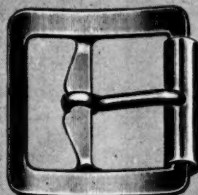
Here are the sturdy, time-proven buckles buyers look for on heavy-duty boots. Easy to fasten and unfasten, they're easy on boot straps too. They roll the leather into place without skiving — add to the life and looks of your product. Use North and Judd fine steel buckles on all your heavy-duty footwear. They're typical of the fine quality, diversified shoe trimmings in the famous Anchor Brand line — thousands of styles and sizes for every purpose. Standardize on North and Judd for a single, dependable source of supply.

## NORTH & JUDD MANUFACTURING COMPANY NEW BRITAIN, CONNECTICUT

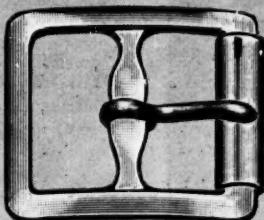
New York • Boston • Philadelphia • Atlanta • Chicago  
St. Louis • Dallas • Los Angeles • San Francisco



No. 6160½ Convex Roller Buckle (Concave, No. 7160½) Size ¾"



No. 6163½ Convex Roller Buckle (Concave, No. 7163½) Size 1"



No. 6144½ Convex Roller Buckle (Concave, No. 7144½) Size: ¾"



## FLORSHEIM SALE

(Concluded from Page 12)

supplies. It has eight tanneries, five sole-cutting plants, a rubber plant, a cotton textile mill, and various other factories producing such supplies as box toes, cements, chemicals, shoe patterns, cartons, boxes, and other supplies.

Although the sale of Florsheim stock has not yet been completed, company officials said there will be no special stockholders meeting. Instead, each Florsheim stockholder will be given the opportunity to act upon the offer individually. Approval of the stockholders is not necessary, according to company officials.

On October 31, 1952, end of Florsheim's fiscal year, the company had outstanding 417,407 shares of Class "A" stock, excluding shares held in its treasury, and 559,400 shares of Class "B" stock.

Total assets as of Oct. 31 were \$18.5 million. Earnings on Class "A" stock were \$1.77 per share against \$1.47 in the previous year. Class "B" stock earnings were 89 cents against 73 cents a year ago.

In addition to its regular lines, Florsheim has been licensing Plymouth Shoe Co., of Middleboro, Mass.,

and A. Freedman & Sons of New Bedford, Mass., to make its medium-priced "Worthmore" men's shoe lines. Officials of these companies said they had not been advised of any change in the arrangement.

At week's end, Harold Florsheim was urging stockholders of the company to sell their holdings to International Shoe. Securities and Exchange Commission data show that Harold Florsheim owns directly 14,229 shares of Class "A" stock and 179,182 shares of Class "B" along with other stock in a trust. Irving Florsheim owns directly 176,788 shares of Class "B" and none of Class "A" directly although holding interests with others.

## Leather For Spring On Kate Smith Show

"A Touch of Spring in Leather," new presentation by Leather Industries of America, will be offered Feb. 17 on the Kate Smith Television Show via the entire NBC-TV network of 63 stations over the country. The Leather Industries segment will be staged from 4:45 to 5:00 p.m.

Shoes will be highlighted with eight models to present various types of shoes and leather accessories for spring and summer wear.

## AVON SOLE WORKERS WIN 5% WAGE INCREASE

Workers of Avon Sole Co., Avon, Mass., maker of rubber and composition soles, have been granted a five percent wage increase and other benefits in a new contract agreement between officials of the company and Local 24040 of the AFL.

The new pact covers some 500 production employees and other workers employed at the company's plants in Avon and Holbrook, Mass. The Holbrook plant has some 50 employees producing cushion crepe soles.

In addition to the five percent general wage increase, adjustments of one to 13 cents per hour were announced for various groups of workers.

Included in the contract is provision for eight paid holidays and paid vacations based on one to six percent of the employee's straight time earnings. Vacations range from three days to three weeks.

Additional benefits on life, health, and accident insurance coverage were provided.

A wage reopening clause permits reopening upon 60 days notice prior to Jan. 1, 1954. The new contract is effective until Dec. 31, 1954.

## DERMABATE COMPOUNDS LIQUID EXTRACTS

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YESTERDAY, TODAY  
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Manufacturers of the Largest Variety of Vegetable Tanning Extracts

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## ARMSTRONG STEAM HUMIDIFIERS

**WILL  
HELP  
YOUR  
LEATHER**



NOT much point in telling a leather man what excessively dry air during the winter heating season will do to leather. But maybe there is a point in telling you that there is a *guaranteed*, low cost answer to the problem. So successful have Armstrong Steam Humidifiers been in the leather industry that they are guaranteed to satisfy you—and that, of course, means they must save you substantially more than they cost you. If not, you return them for full refund of their purchase price.

Armstrong Humidifiers have been proven in your industry. Want the names of companies using them?



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## ARMSTRONG MACHINE WORKS

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# Person to Person

• **Thomas Bushman** has been named general manager of H. O. Rondeau Shoe Co., Inc., of Farmington, N. H. Bushman was formerly with Brown Shoe Co.

• **Fred J. Vogt** has been appointed general manager of the Peters Shoe Co., division of International Shoe Co. in St. Louis. He succeeds **Edward J. Hopkins**, who is retiring under the company's retirement plan. A veteran of many years with the firm, Vogt has been a divisional sales manager since 1927.

• **Edward S. Lord** has been appointed manager of the Transportation Section of the newly-created General Service Division of Brown Co., Boston maker of shoe innersoles. He



will assist product sales manager in the Boston office on distribution and shipping problems. A graduate of Dartmouth College, Lord was formerly with Associated Transport, Inc., and the New Haven Railroad.

• **William Feld** has joined Flamingo Shoe Co. in Miami, Fla. He was formerly fitting room foreman of Newton Elkin in Philadelphia.

• **Anthony Falco** has been inducted as a new member of the New York Superintendents' and Foremen's Association. Falco is making room foreman at Triple Novelty Footwear of Maspeth, L. I.

• **Anthony Ferazzo** is now with Manor Made Shoes, Inc. He was formerly associated in an executive capacity with Municipal Shoe Co.

• **Herbert N. Lape** has been re-elected president of Julian & Kokenge Co., Columbus, O., shoe manufacturer. Also re-elected: **Herbert Lape, Jr.**, president; **Robert M. Lape**, vice president; **Robert M. Kern**, treasurer; and **E. A. Argus**, secretary.

• All officers of Nunn-Bush Shoe Co. in Milwaukee have been re-elected. **J. B. Buchanan** is president. **Rupert Moe**, a factory worker at the company's Edgerton plant, was elected a director for one year at the annual stockholders' meeting. The company's Edgerton and Milwaukee plants alternate in naming a director each year as worker representative.

• **Hyman Burgman** has joined Vincent Horwitz & Co., Altoona, Pa., maker of casuals, as fitting room foreman.

• **Robert J. Reynolds** has joined A. C. Lawrence Leather Co. as sales representative in the Milwaukee area.

**SOLVAY**  
TRADE MARK REG. U. S. PAT. OFF.

**Ammonium Bicarbonate**

**Has High Neutralizing Action**

**...with Low pH**

SOLVAY AMMONIUM BICARBONATE penetrates the leather uniformly throughout the thickness of the hide; it helps improve the quality of your leathers by improving the grain and the dyeing characteristics. A 1% solution of SOLVAY AMMONIUM BICARBONATE has a pH of 7.8—ample proof that this quality product has a low pH while providing a high neutralizing value. For best results . . . for quality leathers . . . specify SOLVAY AMMONIUM BICARBONATE. Samples for testing purposes are available. Address your request to the nearest Solvay office.

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- SNOWFLAKE® CRYSTALS

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**Projected purchase of Florsheim Shoe Co. stock by International Shoe Co. points up snowballing trend in shoe industry.** Larger producers gradually buying up control, merging with smaller manufacturers or outlets. Trend has been evident for past 2-3 years but International-Florsheim deal brings it onto front pages.

**Within past year or so,** International, Brown and General, three of the largest, have been busy expanding, buying up medium and large size producers and outlets. Emphasis at first was on more retail outlets, such as General's purchase of W. L. Douglas, Brown's merger with Wohl Shoe Co. Major shoe producers apparently convinced best way to sell more of their shoes is to find more places to put them before customers.

**Florsheim deal has even more significance.** First, International acquires another major producer of both men's and women's shoes with capacity to turn out 2.5 million pairs of shoes each year. Second, and more important, this marks major step by International invading higher priced field.

**International has been major producer of medium priced lines.** With Florsheim facilities and name, the world's largest producer now becomes one of its finest. High grade Florsheim men's shoes, not quite in the highest price class, still collar a good percentage of fine men's shoe market. Presumably, International will push Florsheim facilities, consisting of five plants in Chicago (the St. Louis plant turns out women's shoes exclusively) to obtain even larger share of market.

**Bill to end excise tax on luggage now in works.** Rep. George A. Dondero (R.—Mich.) has introduced it into house. Now in hands of House Ways and Means Committee, bill would kill retailer's excise on most kinds of luggage, handbags, wallets, billfolds, sample and display cases, toilet cases and other leather items. Bill would also repeal manufacturers' excise, which is applicable whenever retailers' tax not in effect.

**New five-year agreement with guaranteed annual working hours given Brown Shoe Co.'s warehouse and shipping workers has impressed even the *Daily Worker*, Communist mouthpiece.** For once, the *DW* found nothing to complain about. However, it didn't

crow over the pact either. Apparently, the paper found the idea interesting for itself and is still mulling over its possibilities.

**Although the pact covers only distribution workers at Brown, it is first of its kind in shoe industry and has distinct possibilities for shoe workers.** Some other shoe firms, Nunn-Bush in particular, have some sort of guaranteed wage plan, but these are specialized cases. Action at Brown could be first step in direction of annual wage plan for shoe workers, perhaps help solve the industry's great problem in attracting young workers and holding them. (See article on "Shoe Labor—Creeping Old Age," starting on page 6.)

**Shoe manufacturers, particularly mail order firms, girding for battle against proposed higher parcel post rates.** Postmaster General Jesse Donaldson has asked for 35% hike, quite a substantial bite of costs to the larger firms and a blow to smaller ones.

**In Brockton, particularly, where shoe industry spends well over \$1 million annually on mailing costs, 35% hike would mean an additional \$400,000.** Much of this would fall in lap of Knapp Bros. Shoe Mfg. Co. in Brockton, which pays bill of \$1 million for shipping costs each year. New England Shoe and Leather Association taking active interest in problem, intends to protest hike at public hearing to be scheduled in Washington.

**Interesting items:** Estate of O. Stanley Porter, slain United Last official whose murder last Nov. made national headlines, now revealed at over \$100,000, including property left by wife. While estate has been moving through probate machinery in East Cambridge, Mass., Murdock W. MacDonald, local Bible school teacher, sits in his cell awaiting trial for the double murder.

**Average consumer spends about a penny and a half out of each spending dollar for footwear.** This is word of Bureau of Labor Statistics based on survey of 1952 expenditures.

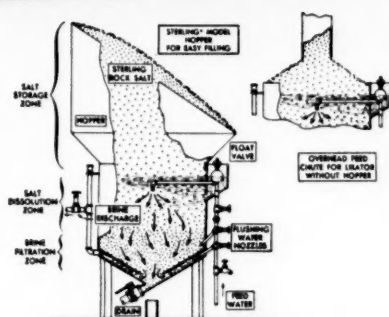
**Bureau plans to give this "weight" to footwear expenses in forthcoming price index covering shoes and shoe repair.** The separate footwear price index will be published later this year. Total of eight types of shoes and two types of shoe repair service will be priced in several cities over the country for the needed information.

# COMPARE

## LIXATE BRINE vs. ORDINARY BRINE

	LIXATE BRINE	ORDINARY BRINE
Salt Storage	Above or near the Lixator hopper	In separate piles or bins
Brine Storage	None. Made as needed	In separate vats
Handling Costs	Zero	Cost of labor
Measurement	100% accurate	Guesswork
Saturation	100%	Haphazard
Preparation	Automatic	Cost of labor
Distribution	Piped	Cost of labor

the LIXATE\* process for making brine



### HOW LIXATOR WORKS

In the dissolution zone—flowing through a bed of Sterling Rock Salt which is continuously replenished by gravity feed, water dissolves salt to form 100% saturated brine. In the filtration zone—through use of the self-filtration principle originated by International Salt Company, the saturated brine is thoroughly filtered through a bed of undissolved rock salt. The rock salt itself filters the brine. Nothing else is needed.

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MAKING BRINE need no longer be complicated, inaccurate, costly. Now, thanks to the LIXATE Process, developed by the International Salt Company, you can have brine *automatically*—where you want it—when you want it—at the turn of a valve.

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STATE \_\_\_\_\_

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The sportsman depends on his equipment to give him the utmost in durability and ruggedness in all weather, under every kind of strain. And he takes pride in the quality and appearance of his gear. That's why sportsmen unfailingly rely on genuine leather. Hunting boots afield, a brief case in court, a chair at the club... genuine leather *belongs* wherever quality counts.

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When you Control Measurements you help

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Last checking, splitting, shrinking and swelling due to the presence of moisture have been minimized since the introduction of SLIDE-O-GLAZE. This new protective finish has proved its worth under a wide variety of shoe factory conditions.

Slide-O-Glaze increases surface protection and that means increased last life.

Are you taking advantage of the econo-

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**SLIDE-O-GLAZE — EXTENDS THE WORK LIFE OF UNITED LASTS**



# Stylescope

SHOE FASHION NEWS AND TRENDS

Fashion world's buzzing about built-up leather heels. Latest barrage on this subject comes with new issue of *Vogue* magazine. Scattered throughout pages are built-up leather heels on latest shoe designs. These quite prominently presented. When *Vogue* features this type of idea, chances are good it will really click. Shoe industry, for past couple of seasons, has been talking about a revival of these heels. Talk is now reaching consumer. We're willing to bet, from all indications we've seen, that built-up leather heels are in for a heyday in fashion spotlight.

Shoe interest in America, and newly in Europe, has been centering around new types of heels. Shaping is key to new ideas. In flats, boat heel and barrel heel, in built-up leather, gaining tremendous momentum. Launched a season or two ago these have carried across ocean to England. Accompanying designs by Grace Powell are smart representations



of what can be done with built-up leather heels. Two heel designs accompanying illustrations are by Leader Heel Co., Inc., Lynn, Mass.: Left, barrel heel; right, boat heel.

More concentration of design effort being put into medium-height heels. We reported beginning of this trend to fashion on lower heights about year ago. Gracefully shaped heels strong on softy type shell and Capezio-type pumps in soft leathers. In Brevitt type stylings, hooded heels exceptionally strong. In flats, new shapes mentioned above are attracting strong consumer interest. In dressy, high heel types, slim tapered heels strong, many featuring unusual designs, some of which are repeats of ornamentation on vamps. The heel's the thing.

Men's shoe styles entering new era. "Plain Jane's" of fashion world (men to you) have been sneaking in side door and threaten to make the girls move over. A description of men's shoe styles—in color, materials, design details—sounds like an array of latest women's footwear fashions. But not so.

Color is keynote of latest men's shoe wardrobes. And for the first time in a long time, we're able to use word "wardrobe" in relation to men's shoes and mean it. Men are coming to realization and appreciation of various types of shoes for various occasions—which is good news for men's shoe industry. When we talk about reptile shoes, we no longer refer only to women. Reptiles are slowly

gaining in popularity as smart combination material. When we talk about new light tones in leathers, again we refer to both women's and men's shoes. Now we can even talk about tassels and the male is there. We predict an increase in male shoe consumption because of these new ideas and styles—and more important, because of American men's new acceptance of them.

And speaking of men, they're in for a "new look" which threatens to rival the revolution a few years back in women's fashions. This new look is aptly termed "neat look"—is definitely here. Silhouette change is represented by men's suit with a natural look, light padding, slimmer more tapered lines. The look is new, is neat. Already its influence being felt in shoe design.

Lighter detailing in men's shoes is keynote of this trend. Less fittings, tapered lasts, glossy leathers fall into this category. Textured look also fits in here with emphasis on combinations and textures to bring out feeling of fashion in otherwise simple lines. These new styles in their new colors fit perfectly into new "neat look." Many coordinations and promotional tie-ins with other items of men's wearing apparel possible. Consider the revival of weskits. Smart stylists design them in suede. Why not suede shoes to match?

Everyone predicted that men's casuals were in for big killing this Spring, Summer. So far no one's been proven wrong. But now looks as though these casuals are going to move right into Fall and Winter. Men have taken to this modern mode of American living. Clothes reflecting the changing times. Casual living no longer relegated to warm weather. Casual fashions just as adaptable to Winter as Summer. This opens new vistas to progressive men's shoe manufacturers. Creates another opening for increasing play on shoe wardrobe idea.

New developments are a part of a national phenomenon—entire country is in dawn of widespread fashion-consciousness, heretofore unequaled. This extends to all ages of both sexes. Thanks to our healthy mass-production climate, and high-g geared public relations and advertising machines, we have fashion in everything from bobby pins to Diesel engines.

And most natural spot for fashion is in apparel items which have become practically synonymous with word "fashion." Shoes are an integral part of this picture. No matter what phase of footwear manufacture one might consider, there's room for fashion. And the more room made for fashion, the greater the rewards to be reaped.

*Rosalie Marybanian*

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QUALITY  
Leathers**  
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**.. Hefty, smooth,  
burnished  
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SHOE SPLITS: Grain finished for mellow chrome uppers ... Retan for soles ...

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## LEATHER SALES SHOW PICKUP AS HIDE MARKET FIRMS AGAIN

### *Tanners Concerned Over Tight Supply Situation For Coming Months*

#### NEW YORK MARKETS

**Upper Leather:** The situation in side upper appears spotty. Some tanners have very good business on certain soft tannages and combination leather, both large spread and extremes while chrome leather not so much in demand.

Also reported that there is a good export business, especially in patent leather which is moving overseas in good volume. Domestically, patent leather is slower.

Pricewise, large spread elk figured around 40c and down, some quote 42c and some 38c, depending on tannage, etc. On combination tanned large spread leather 46c and down is about average with some tannages at 48c and down. Patent large sides at 44c and down though some quote 47c and down, on extremes it is mostly 54c and down and on kips about 75c and down.

Prompt delivery seems to be a big factor today which would indicate a lot of the leather being sold is still for the early spring business. Some tanners say they have lost business because they could not fill orders any sooner than 4 to 5 weeks.

The situation in women's calf seems about unchanged with some business going on but not too much action in this section of the country.

Prices on suedes range 95-90c and down and on smooth 90-85c and down. Volume business in the middle and lower grades.

**Sole Leather:** Manufacturers bends in comfortable position as far as stocks on hand are concerned and good tannages are holding firm at 51-52c for 10 iron and up and 55-56c for 9/10 iron bends. Lower prices have been reported but traders say an examination of the bends offered would prove they were not the best tannages.

Middle weights generally 60-62c and lights up to 66-68c. Bellies in very short supply and there are reports of buyers having to shop very hard to get any quantity. Tanners here say it is difficult to get good tannages of cow or steer bellies at under 25c though there are trades at 23c and 24c. Several important tanners have reported they have not sold bellies under 25c in the last few months.

#### Sole Same

Nothing new to report in sole leather picture, according to Boston tanners. New orders are moderate in volume but recent firming of hide market enables tanners to hold to lists. Buyers show spotty interest but ap-

### Prices and Trends of Leather

KIND OF LEATHER	THIS WEEK	MONTH AGO	YEAR AGO	1951 HIGH
CALF (Men's HM) .....	80-1.08	83-1.09	70-95	85-1.10
CALF (Women's) .....	75-91	75-1.00	60-85	80-1.03
CALF SUEDE .....	80-1.05	80-1.05	70-95	85-1.10
KID (Black Glazed) .....	75-90	75-90	70-1.05	75-90
KID SUEDE .....	80-96	80-96	70-95	80-96
PATENT (Extreme) .....	56-62	56-60	55-80	56-60
SHEEP (Russet Linings) .....	18-32	18-32	16-30	18-32
KIPS (Combination) .....	55-58	55-58	58-56	56-60
EXTREMES (Combination) .....	51-52	54-56	50-54	54-56
WORK ELK (Corrected) .....	36-42	38-44	44-46	38-46
SOLE (Light Bends) .....	65-68	68-72	75-78	68-72
BELLIES .....	23-25	24-25	25-27	26-27
SHOULDERS (Dble. Rgh.) .....	50-52	56-55	55-59	50-55
SPLITS (Lt. Suede) .....	31-36	34-38	36-38	35-39
SPLITS (Finished Linings) .....	18-22	24-26	15-20	24-26
SPLITS (Gussets) .....	15-17	18-20	21-26	18-20
WELTING (1/2 x 1/4) .....	7 3/4	7 3/4	12 1/2	8
LIGHT NATIVE COWS .....	17-17 1/2	17 1/2-18	18 1/2-20 1/2	20

All prices quoted are the range on best selection of standard tannages using quality rawstock.

parently pay current prices when they do buy. Real squeeze on light bends with lighter hides hard to get.

Prices remain as follows: 10 iron and above bends sell at 52c and below, 9/10 irons at 55-56c and down, medium bends at 62c and down, and lights up to 68c with emphasis placed by tanners on top price.

#### **Sole Offal Holds**

Heavy demand for good bellies and double rough shoulders keeps sole offal tanners around Boston quite busy. For most part, good steer bellies still bring 23-25c, with the lower price or even less heard occasionally but for lesser quality bends. Double rough shoulders still at 53-52c and down for lightweight wetting stock; waist belt stock a few cents higher.

Single shoulders slow. Heads not too active at 16c, fore shanks at 15-16c, hind shanks at 16-18c.

#### **Calf Moderate**

Calf leather tanners in Boston report sales moderate as expected this time of year. However, prices remain firm, due to pressure from skin situation. Limited supply of good calfskins, particularly light skins, has tanners concerned over future supply. Also, there is more interest reported in women's weight smooth calfskin and tanners are busy trying to fill old orders.

Price of women's weights at 91c and below for top grades; best interest still 73c and below. Men's weight smooth calf held at \$1.08 and below. Demand at 85c and below. Suede fair at \$1.00 and down.

#### **Sheep Steady**

A little more business reported in sheep linings by Boston tanners this week. The supply situation not too encouraging as yet and tanners have trouble getting good pickle skins at their price. As usual, sheep tanners feel the squeeze.

Russet linings difficult to define; better sales around 22c. Boot linings in mid 20's, generally in 24-26c range. Chrome linings fair enough at 29c and down. Colored vegetable linings moderate at 26c and down.

#### **Sides More Active**

Firming of hide markets seems to have had activating effect upon side leather buyers in Boston. There is more activity this week and tanners say they are able to get more satisfactory prices. This means they can generally hold closer to lists than has been the case in past month.

Prices as before. Combination-tanned corrected extremes around 52c and down for wanted 4-4½ oz.

skins. Large sides 44c and below, work shoe 42c and below. Combination-tanned kip sides 58c and down for HM's; chrome-corrected at 60c and below.

#### **Splits Moving**

Boston splits tanners report fair business this week. Heavyweight suede splits still bring 40-42c for best sales. Colors 2c more. Lightweight less active at 31-34c for black; up to 36c for colors. Linings fair at 18-21c, gussets 15-17c.

Flexible innersole splits do good business. Lightweight 3½ oz. skins bring 24-29c. Heavyweights 33-38c. Lightweight naturals hold at 20-24c; heavies at 29-34c.

#### **Kid Quiet**

Kid leather tanners of Philadelphia say things fairly quiet. No appreciable upswing in business as yet.

Of course, black suede still in demand as it is considered the staple product. Some tanners still doing some business in white suede although this is definitely on its way out. Glazed, while considered practically dead by many tanners, is selling a little in black—and some white.

Linings selling fairly well. Interest in slipper leathers also continu-

ing. Although not great, there seems to be definite demand for the brown slipper leathers for use in the Romeo-type slippers. Some tanners doing a little business in slipper leathers for cowboy boots.

#### **Average Prices Quoted**

Suede 32c-96c  
Glazed 25c-92c  
Linings 25c-55c  
Slipper 25c-60c  
Crushed 35c-75c  
Satin Mats 69c-\$1.20

#### **Belting Fair**

Belting leather tanners of Philadelphia reported fair activity this past week. In bend butts No. 2 lights sold at \$1.00 and medium was quoted at 93c. No. 3 lights sold at 95c, and No. 3 medium 88c. Shoulders were in demand, both from the rough tanners and from curriers.

Curriers say they considered this past week quite satisfactory. There was a definite increase in business and demand for all weights in curried belting.

Prices holding firm despite complaints on the part of customers who say that leather prices should show the effects of hide prices without taking into consideration the quality of the hides currently sold.

# SUEDE CALF

KID SUEDE CARR-BUCK GRAIN CALF

## CARR LEATHER CO.

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### Splits

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### Side Leather

MEN'S AND WOMEN'S  
IN THE POPULAR PRICED RANGE

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# BLACK HAWK

COW AND HORSE

## SPLITS

In All Colors

FOR

**WELDERS' EQUIPMENT  
SHOE GUSSETS  
WORK GLOVES  
SOFT SOLE**



**BLACKHAWK  
TANNERS**

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MILWAUKEE 7, WISCONSIN

So far, curriers have been able to keep to their prices.

### AVERAGE CURRIED LEATHER PRICES

Curried Belting	Best Sele.	No. 2	No. 3
Butt Bends	1.30-1.35	1.25-1.31	1.13-1.27
Centers 12"	1.61-1.64	1.51-1.55	1.39-1.45
Centers 24"-28"	1.56-1.58	1.49-1.52	1.40-1.53
Centers 30"	1.47-1.52	1.41-1.47	1.31-1.43
Wide Sides	1.21-1.25	1.15-1.21	1.05-1.14
Narrow Sides	1.15-1.17	1.10-1.13	1.00-1.07

Premiums to be added: Ex Light, plus 5c; Light, plus 7c; Heavy, minus 5c-10c; Ex Heavy, minus 5c.

### Glove Leather Slack

There is a light demand for white and natural English doeskins at 45c, 36c and 30c. A few pigskins are moving at prices from \$1.00 down but there is no zip in the demand. There are some large orders for Iranians floating around if concessions could be made on price. So far, prices have held firm. Cabrettas quiet.

### Garment Steady

Some business reported in various types of garment leathers from time to time but, there has been no big volume movement of any one kind.

Horsehide garment leather last brought 40c and down with average price basis around 35-36c. Suede sheepskin garment leather quoted at 32c and down and grain finish at 30c and down with average price basis for both types wanted around 27-28c.

### Work Glove Improved

Although situation in work glove leather remains about the same, a little better feeling reported in some quarters. Improved undertone could be attributed to a little additional business in regular channels as well as forthcoming government business. Also, firming up of raw materials markets tended to stiffen producers of work glove splits in their price ideas.

LM weight seemed firmer at 14-15c for No. 1 grade, 13-14c for No. 2 and 12-13c for No. 3 while M weight alone ranged 16-17c for No. 1 grade, 15-16c for No. 2 and 14-15c for No. 3.

### Bag, Case and Strap Same

Business done in bag, case and strap leathers practically routine in character.

Case leather held at 46-48c for 2/3 ounce, 48-50c for 3/4 ounce and 50-52c for 4/5 ounce. Strap leather remains unchanged, Grade A russet finish quoted up to 56c for 4/5 ounce, 58c for 5/6 ounce, 60c for 6/7 ounce, 62c for 7/8 ounce, 64c for 8/9 ounce, 67c for 9/10 ounce and 70c for 10/11 ounce. B grade quoted at 3c less and C grade another 6c less. Colors bring 2c more and glazed 3c above prices for russet finish.

### Tanning Materials Quiet

Demand for Raw Tanning Materials continues quiet with buying on hand-to-mouth basis. Prices firm. No change in Tanning Extracts. Tanning Oils steady and business is maintained with quite interested buying inquiry.

### Raw Tanning Materials

Divi Divi, Dom., 48% basis shp't. bag	\$75.00
Wattle bark, ton	"Fair Average" \$104.00
Sumac, 25% leaf	"Merchantable" \$100.00
Ground	\$120.00
Myrobalans, J. 1's	\$46.00
Sorted	\$48.50
Genuines	\$53.50
Crushed 40%	\$63.50
Valonia Cups, 30-32% guaranteed	\$66.50
Valonia Beards, 42% guaranteed	\$88.00
Mangrove Bark, 30% So. Am.	\$60.00
Mangrove Bark, 38% E. African	\$79.00-80.00

### Tanning Extracts

Chestnut Extract, Liquid (basis 25% tannin), f.o.b. plant	
Tank cars	4.25
Barrels, c.l.	5.10
Barrels, l.c.l.	5.42
Chestnut Extract, Powdered (basis 60% tannin), f.o.b. plant	
Bags, c.l.	10.92
Bags, l.c.l.	11.65
Cutch, solid Borneo, 55% tannin, plus duty	.08 1/4
Hemlock Extract, 25% tannin, tk. cars f.o.b. works	.0625
bbis. c.l.	.06 1/2
Oak bark extract, 25% tannin, lb. bbis. 6 1/2-6 3/4, tks.	.06 1/4
Quebracho Extract:	
Solid, ord., basis 63% tannin, c.l. plus duty	.11 31/64
Solid clar., basis 64% tannin, c.l.	.12 3/16
Wattle extract, solid, c.l. (pus duty) East African	.10%
Wattle extract, solid, c.l. (pus duty) South African	.11 1/2
Powdered super spruce, bags, c.l. .05%: l.c.l.	.05 1/4
Spruce extract, tks., f.o.b. wks.	.01%
Myrobalan extract, solid, 55% tannin (pus duty)	.07 1/4
Myrobalan extract, powdered, 60% tannin (pus duty)	.10
Valonia extract, powdered, 62% tannin (pus duty)	.10
Quebracho Extract, Powdered, Swedish spray dried, 76-78% tannin	.16%
Wattle Extract, Powdered, Swedish, 73% tannin	.15%
Powdered Spruce, spray dried, Swedish	.04
Myrobalan, Swedish, Powdered 68-70%	.11 1/4
Oakwood, Swedish, solid, 66-62%	.11 1/4
Oakwood, Swedish, powdered, 64-66%	.12
Larchbark, Swedish, solid, 54-56%	.11 1/4
Larchbark, powdered, Swedish spray-dried, 58-60%	.12 1/4

### Tanners' Oils

Cod Oil, Nfd., loose basis, gal.	.90-.95
Cod, sulphonated, pure 25% moisture	.13-.13 1/2
Cod, sulphonated, 25% added mineral	.12
Castor oil, No. 1 C.P. drs. l.c.l.	.28%
Sulphonated castor oil, 75%	.26
Linseed oil, tks., f.o.b. Minn. drums	.147
Neatsfoot, 20° C.T.	.32
Neatsfoot, 30° C.T.	.30
Neatsfoot, prime drums, c.l.	.16
l.c.l.	.18
Neatsfoot, sulphonated, 75%	.16 1/4-.17 1/4
Olive, denatured, drs. gal.	2.00
Waterless Moellon	.14 1/2-.15
Artificial Moellon, 25% moisture	.13
Chamois Moellon, 25% moisture	.11-.12
Common degrass	.18-.20
Neutral degrass	.30-.31
Sulphonated Tallow, 75%	.11-.12
Sulphonated Tallow, 50%	.07-.08
Sponging compound	.13-.14
Split Oil	.11-.12
Sulphonated sperm, 25% moisture	.14-.15
Petroleum Oils, 200 seconds visc., tks., f.o.b.	.17
Petroleum Oils, 150 seconds visc., tks., f.o.b.	.16
Petroleum Oils, 100 seconds Visc., tks., f.o.b.	.14

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# TIGHTER SUPPLIES, IMPROVED DEMAND, KEEP HIDE PRICES ON UPGRADE

## Stronger Undertone Reported In Most Selections As Packers Hold Back Offerings

### Packer Hides Strengthen

Packers have not been very anxious to offer any large quantities of hides and the supply situation has tightened for the time being. Because of improved demand, the undertone of the market has strengthened and prices have been advancing from the low levels reached a couple of weeks ago.

Trading in heavy native steers a feature early this week. One big packer sold 4,400 of late January-early February takeoff from Chicago and River points at 13c and later sold 1,500 from St. Paul at 13½c. These prices 1c to 1½c higher than a week earlier.

Heavy native cows moved up. Initial business late last week involved about 7,000 at ½c advance or 13½c for Jan.-Feb. river points and 14c for Jan.-Feb. Chicago production. New business this week totaled 5,400 was confirmed late Tuesday involving practically all Feb. takeoff at another ½c advance of 14c for rivers and 14½c for Chicago-St. Paul.

Prices on other selections moved up. A big packer sold 1,250 Denver

butt branded steers at 11½c and Colorados at 11c; also 8,600 branded cows on the basis of 13½c for north-erns and 14c for light average south-westerns from Ft. Worth and Okla-homa City. These prices were a ½c increase over previous trading levels. Interest in the branded steers was fairly strong at mid-week and one packer asked 12c for some Ft. Worth-Okla-homa heavy Texas steers of rather light average weight.

Light hides stronger but packers were slow to offer because of limited supplies available in closed packs. Higher bids were reported for light cows, ranging up to 17c for north-erns and 17½c for river points; also 18c was bid for light native steers.

### Independents Firmer

Stronger undertone in big packer hide market also reflected in demand for large midwestern independent packer productions. Packers' Ass'n. late last week sold 1,500 heavy native steers at ½c advance or 12½c. Later, one of the Iowa packers declined a bid of 12¾c, asking 13c and was subsequently reported to have sold a car.

This week, more interest shown in heavy native steers up to 13½c but the outside packers had little left available to sell and with the kill declining it looked like it would take them a longer period to produce more hides. Packers' Ass'n, however, sold 600 bulls on Tuesday, reported to be 90 lbs. in average weight, at 11c for natives and 10c for brands, registering a full cent advance over the previous sale. One of the big packers sold 1,100 Memphis light hides of 45 lbs. avg. at 17½c for natives with a few kip included at 25c.

Other reported sales included a car of about 700/800 Detroit heavy native steers sold by an independent packer at 13c with ½c less for kosherers. Same packer reported to have sold similar quantity of Chi-cago branded steers and while price was withheld, it was believed 11c flat was realized.

### Small Packers Better

Smaller kill and strength shown in big packer hides caused a contrac-tion in offerings of small packer pro-ductions. As a result, a stronger undertone also developed in the mar-ket for small packer hides as an im-proved demand became apparent. More interest shown by tanners and some higher prices were paid, ad-vances ranging from ½c to 1c over a week ago.

Business confirmed the latter part of the preceding week in 50-52 lb. avg. midwestern small packers at 15-15½c selected fob. shipping points and later it took 15½-16c to buy additional supplies. Some 60 lb. avg.

## HIDE FUTURES

COMMODITY EXCHANGE, INC., FUTURES MARKET

	Close Feb. 5	Close Jan. 29	High For Week	Low For Week	Net Change
April .....	16.59T	16.10B	17.20	16.24	+49
July .....	15.70B	15.50B	16.30	15.60	+20
October .....	15.45B	15.30B	16.05	15.35	+15
January .....	15.20B	15.05B	15.60	15.00	+15
April .....	15.00B	14.80B	15.19	15.19	+20
July .....	14.80B	14.60N	15.15	14.90	+20

Total Sales: 358 lots

## HIDE AND SKIN QUOTATIONS

	Present	Week Ago	Month Ago	Year Ago	Suspended Ceilings
Heavy native steers .....	13 -13½	12	15	13½	28
Light native steers .....	18	17	19	20	31½
Ex. light native steers .....	21	20	21	22	34
Heavy native cows .....	14 -14½	13 -13½	15 -15½	15½-16½	29
Light native cows .....	17 -17½	16	17½-17¾	18½-20½	31 -32
Heavy Texas steers .....	11½	11	12½-13	12	25
Butt branded steers .....	11½	11	12½-13	12	25
Light Texas steers .....	16	15	16	18	29½
Ex. light Texas steers .....	18	17	18	20	32
Colorado steers .....	11	10½	11½	11	24½
Branded cows .....	13½-14	13 -13½	14 -14½	15½	28½-29
Native Bulls .....	11	9 -10	10½	12	20
Branded Bulls .....	10	8 -9	9½	11	19
Packer calfskins .....	42½-50	42½-50	42½-50	35 -37½	65
Packer kipskins .....	30 -37½	31 -37½	32 -40	30 -35	50

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small packers brought 13½¢ selected fob., and a car of 70 lb. avg. sold at 10½¢ for natives and 9½¢ for brands. Sellers subsequently asked higher prices for new business.

Some 64 lb. avg. hides brought 11½¢. selected fob. for natives with brands at a cent less. This week, eastern advices reported some small packer brands selling up to 11½¢.

#### Country Hides Improved

Stronger undertone also apparent in country hide market and some sales at higher prices reported in the range of 11½-12¢ for good mixed lots of allweights averaging around 50 lbs. Renderer hides wanted at 10½-11¢ and locker-butcher hides ranged up to 12½-13¢, the outside figure for lighter averages. Some demand for glue hides at 8½-9¢ and also for country bulls at 6½-7¢ for carload lots fob. shipping points but sellers talk higher prices.

#### Calf and Kip Quiet

Except for a little trading in kip skins late in the preceding week, big packer market has been comparatively quiet. However, undertone has been quite firm with good interest reported in calf at 50-45¢ for St. Paul, 47½-45¢ for Wisconsin and 47½-42½¢ for St. Louis-River heavy and light.

Kip trading involved 6,500 south-easterns at 35¢ including overweights at 30¢ and 10,000 southwesterns bringing the same prices. One of the packers also sold 2,000 Birminghams accumulated at Chicago at 33¢ and 28¢. Some kip from river points were

offered at 37½¢ with overweights at 32½¢ but no sales reported.

A cleanup of packer regular slunks totaling about 30,000 at \$2.10 which registered a 10¢ advance. Large hairless sold steady at 80¢.

#### Horsehide Good

Improved demand for whole hides. Following trading at \$8.50 fob. for good untrimmed northern slaughterer production, more interest shown at that price and intimated buyers might reach to \$8.75 for very choice lot of heavy average weight. Sellers' ideas reported to be upwards of \$9.00.

Likewise, trimmed horse hides wanted at \$7.75-8.00 fob. shipping points but very few being obtained from desirable sections as sellers had little to offer and asked more money. Production of horse hides is said to be somewhat slower.

Horse tails have firmed up and good lots bringing up to 90¢. Fronts unchanged at \$6.00-6.50 and butts \$3.00 for good 22" and up productions.

#### Sheep Pelts

Scattered sales of big packer shearlings and clips made at mostly steady prices. One packer this week reported selling mixed car clips at \$2.85 and No. 1 shearlings at \$2.35. Also sold mixed car No. 2s at \$1.60 and \$1.10 for No. 3s fob. shipping point. Earlier, another packer sold fall clips at \$2.85, No. 1s at \$2.35-\$2.40, No. 2s at \$1.60, No. 3s at \$1.00 and a few No. 4s at 70¢.

Large outside packers selling Feb. production wool pelts this week. Market nominal around \$4.25-4.50 per cwt. liveweight basis. Full wool dry pelts sold at 29¢ delivered.

Although foreign pickled skins are firmer, domestic productions tend to ease in price owing to seasonally poorer quality skins coming forward. Reports that some pickled sheep and lamb skins sold at \$13.50 per dozen, flat, for current production which is 50¢ below previously reported trading basis.

#### Dry Sheepskins Wanted

Fairly good demand for Brazil cabrettas. A mixed lot of 70% regulars and 30% specials sold at \$12.00 per dozen, fob., and straight regulars sold at \$10.75 per dozen, fob. Most shippers have higher views and not making many offers. Europe said to be in the market. Other descriptions slow and nominal.

Not much interest in pulling skins. At the last Sydney auctions, 43,000 skins offered; sheep, 56s up, 2 inches and up two to seven pence dearer; new season lambs one to four pence dearer and other descriptions par to three pence dearer. At Melbourne, 42,600 skins offered, lambs two to four pence and all other descriptions generally three to six pence lower with inferior types mainly affected.

Shearlings continue slow as most buyers unwilling to meet asking prices for foreign skins. A spot lot

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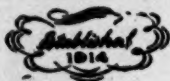
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Everett, Massachusetts

(Boston Postal District)



of Argentine 1/4-1/2 inch shearlings sold at \$1.35 per skin, ex-dock New York.

### Pickled Skins Mixed

New Zealand market stronger with cables stating that "Longburn" lambs sold at 90 shs. and 92 shs. 6 pence since refused. "Horotiu" lambs sold at 91 shs., "Westfield" lambs at 90 shs. and "Islington" lambs at 85 shs.

On a tender of "Wallacetown" lambs, 4,000 dozen sold at 90 shs. 8 pence and 1,500 dozen at 91 shs. 1 pence. There were also reports that some sheep sold on tender, "Wain-gawa" at 131 shs. and "Waitara" at 133 shs.

Other varieties have also firmed up and it is reported that Iranian sheep sold at \$13.75 per dozen while Catalonian lambs went at \$21.50 per dozen.

Domestic market nominally unchanged although buyers talking less due to poorer skins.

### Reptiles Slower

Tanners report a slowing up in leather demand and on that account are not as aggressive buyers of raw stock as they had been. Good demand for lizard skins but few available at the present time.

An offering of 10,000 Madras bark tanned whips, 4 inches up, averaging 4 1/2 inches, 70/30 selection, at 66c. Alum tanned water snakes continue at 13c for 3 inches up, averaging 3 1/4 inches, but buyers not anxious to trade. Brazil back cut tejus are firmer with sales reported of 15/65/20 assortment, 90/10 selection, at 80c fob.

Some chameleons sold for shipment at 18c fob. Malayan ring lizards, 25 centimeters and up, averaging 30 centimeters, 50/50 assortment, held at \$1.90 but buyers views considerably less.

### Deerskins Same

No particular change as not many offers received. New Zealand market quiet with last confirmed sales at 83c cif. Brazil "jacks" selling in a limited way at 65-67c fob., basis importers. However, tanners not very aggressive and some have reduced their ideas following late purchases.

### Pigskins Firm

Primary markets quite firm due to well sold up condition. Not many offers of Brazils with late sales Para peccaries around \$2.00 and Manaus around \$2.30, basis manufacturers,

for greys. Not much interest in blacks.

Bolivian grey peccaries sold at \$1.60 and blacks at \$1.40, c&f. Peruvian grey peccaries held at \$2.05 and blacks at \$1.70 fob.

Chaco carpinchos said salable at \$3.10 c&f. but most holders have higher views. Trading restricted on wet salted capivaras due to advances asked.

### Goatskin Prices

INDIA & PAKISTAN	Today	Last Month
Amritsars (1200 lbs.)	\$8-8 1/4	\$8 1/2-9
Best Patnas	Nom.	Nom.
Muzufferpores	Nom.	Nom.
Dinajpores	Nom.	Nom.
Daccas	Nom.	Nom.
Calcutta Kills	\$7.00	\$9 1/2
Coconadas (1.70/1.80 lbs.)	\$9.25	\$9 1/2
Deccans (1.70/1.80 lbs.)	\$9.25	\$9 1/2
CHINAS		
Szechuans, lbs.	Nom.	Nom.
Hankows, lbs.	Nom.	Nom.
Chowchings, dz.	Nom.	Nom.
MOCHAS		
Berberahs	\$9.25	\$9.50
Hodeidahs	\$5 1/4-6 1/4	\$5 1/4-7
Battis	\$12.00	\$12.87 1/2
Batti types	\$10.00	\$10.87 1/2
Addis-ababas	\$9-9.35	Nom.

### AFRICANS

Algiers	Nom.	Nom.
Casablanca	Nom.	Nom.
Marakesh	Nom.	Nom.
Constantines	Nom.	Nom.
Orans	Nom.	Nom.
Tangiers	Nom.	Nom.
West Province Ex. Lts.	42c	42c
Port Elizabeth Ex. Lts.	40c	40c
Nigerians, lbs.	96c	96c-\$1
Mombasas, dz.	\$9.35-10.45	\$10-10.90

### LATIN AMERICANS

Mexicans		
Matanzas, etc. (flat)	Nom.	Nom.
Oaxacas	Nom.	Nom.
Venezuelans		
Barquisemets	42 1/2c	42 1/2c
Coros	42 1/2c	42 1/2c
Maracaibos	Nom.	Nom.
La Guayras	Nom.	Nom.

### Colombians

Rio Hache	40-43c	40c
Bogotas	Nom.	Nom.

### West Indies

Jamaicas	68 1/2c	69 1/2-72c
Haitians	43c	47c
San Domingos	37 1/2-40c	39 1/2c

### Brazils

Cearas	70c	76 1/2c
Pernambucos	68-71c	77-80c
Bahias	70c	76 1/2c

### Argentines

Cordobas/Santiagos	46c	50c
Pampas	36c	37 1/2c

### Peruvians

Paytas	43c	42-43c
Ayacucho	Nom.	45c

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# NEWS QUICKS

About people and happenings coast to coast

## Pennsylvania

• **E. Hubschman & Sons, Inc.** is enlarging its tannery at 415 N. 4th St. in Philadelphia by erecting a six-story addition at a cost of \$98,000, it is reported.

• **Masland Durable Leather Co.** of Philadelphia has purchased a three-acre coal yard in Kensington for \$125,000 where it will erect a new one-story plant for its finishing operations. The plant will cover approximately 100,000 square feet of floor space. The firm already has a plant nearby at Amber and Willard Sts.

• **Prestige Shoe Corp.**, newly formed footwear firm at 421 N. Pennsylvania Ave., Wilkes-Barre, expects to start production of women's low heel ballerina-type shoes early this month, according to Reuben Rosen, president of the firm.

• **Donna Shoe Co., Inc.**, Philadelphia footwear firm, has applied for Pennsylvania charter of incorporation.

• **Penn Footwear Co.** recently commenced business at Nanticoke. The firm manufactures women's shoes.

• **Centennial Leather Goods Co.**, Philadelphia leather goods firm, was recently incorporated. Address is at 269 S. 9th St.

## Connecticut

• **Stanley Ford**, sales manager of **Parva Buckle Co.**, Mount Carmel, announces that the Parva tongueless shoe buckle is now available in 5/16". Other established sizes are 1/4", 3/8", 1/2" and 3/4". Color range has also been increased to include Navy Blue as a standard for all sizes. Other

standard finishes are black, bronze, white, nickel, gold and gunmetal.

## New York

• **I. M. Kaplan, Inc.**, Boston tanner, has announced it will exhibit its leather lines at the coming Leather Show in New York March 3-4. The company will occupy Booth No. 23-A in the Astor Gallery.

• **Jack Polikoff Machine Co.** of Brooklyn has been named New York agent for **Allied Marking Machine Co.** and **Kay Machine Co.** of Haverhill, Mass. Polikoff will handle Allied's marking machine and Kay sewing machine attachments.

• **Lester Pincus Shoe Corp.**, New York and Chicago shoe wholesaler, is reported in the midst of negotiations to take over a shoe factory somewhere in New England. Officials of the company have not confirmed the report as yet.

• **John A. Dauer Leather Co.**, 100 Gold St., New York, has been appointed New York sales representative by **Lang Tanning Co., Ltd.** of Kitchener, Ont., Canada. Lang specializes in shoe upper leathers, double backs for outsides and double shoulders and bellies for linings.

• **Joint Council No. 13**, United Shoe Workers of America, CIO, and officials of the **National Association of Slipper and Playshoe Manufacturers** are in the midst of contract negotiations. Workers are reported demanding a 10 cents hourly wage increase and \$1 hourly minimum for learners, among other benefits.

• **Ace Footwear Co.** is moving

from 205 Wooster St. to new and enlarged offices at 1027 Grand St. in Brooklyn.

• The **North American Superintendents' and Foremen's Association** has scheduled its 1953 convention for May 1-2 at the Hotel Commodore in New York City.

• **G. R. Kinney Co.**, retail shoe chain, has declared a regular quarterly dividend of 35 cents on common stock, payable March 25 to stockholders of record March 10. Directors also authorized increasing authorized common stock from 210,000 to 310,000 shares. Annual meeting of stockholders will be held April 22.

• **Straw Creations, Inc.**, has been organized to manufacture straw footwear at 2850 Ocean Ave., Brooklyn.

• **Little One Footwear, Inc.**, has been organized to manufacture children's slippers in Brooklyn. Principals are Max Reimer and Sam Ramer.

• **Happy Step Footwear Co., Inc.**, was recently incorporated under New York State laws. The firm will manufacture footwear at 159 Varet St. in Brooklyn.

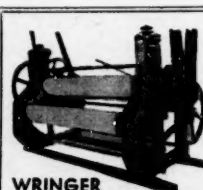
• Suit has been entered against **Atlas Leather Corp.** in Brooklyn to recover \$391.38 for goods delivered and sold, it is reported. The firm deals in leather and findings at 830 Rogers Ave.

• Total of approximately \$119 was realized at assignee sale of assets of **Doyle's Livermore, Ltd.**, New York custom shoe manufacturer, it is reported.

• **H. Lacardo Co., Inc.** has been organized to handle exports of leather and shoe supplies at 195-197 William St., New York City. Principal is H. Lacardo, who recently resigned as manager of the export department of **Leather Exchange, Inc.**



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● Report on the bankruptcy case of **Strand Leather Goods Co., Inc.**, New York maker of ladies' handbags, says liabilities are made up principally of about \$60,000 for merchandise, \$11,000 bank over-draft, \$120,000 loans by officers, \$32,000 taxes, \$60,000 notes to bank, \$13,000 notes to others and \$15,000 due estate of Louis Levine. Assets include \$156,000 current and about \$26,000 in fixed assets.

### Massachusetts

● **Bradley Shoe Co., Inc.**, Lynn footwear manufacturer, is reported to have filed petition for reorganization under Chapter XI of the Bankruptcy Act. Liabilities are reported at approximately \$150,000 with assets of approximately \$50,000.

● **A. R. Hyde & Sons Co.** of Cambridge, which recently purchased the athletic footwear operations of Athletic Shoe Co. in Chicago, is already setting up facilities for production of the Athco and Spot-Bilt lines at its plant in Cambridge. Production of track shoes has already begun and baseball and football shoes will soon follow, it is reported. The company expects to hire close to 200 additional workers for the new lines. It will con-

tinue to make its own lines of skating and bowling shoes.

● **Irving Tanning Co.** of Boston is expanding factory facilities to handle demand for Uniglove, its soft-type upper leather, according to Myer Kirstein, president.

● Directors of **Compo Shoe Machinery Corp.**, Boston, have declared the company's 83rd consecutive quarterly dividend on common stock. Dividend is 17½ cents payable March 16 to shareholders of record Feb. 27.

### Missouri

● Schedules filed in the bankruptcy matter of **Foot Pleasure Shoe Co.** of Owensville list liabilities of \$261,349 and assets of \$40,710. Liabilities include unsecured claims of \$201,608 and assets include \$33,248 and personal property of \$5,000. Meeting of creditors is scheduled for Feb. 16 at 10:00 a.m.

● **Brown Shoe Co.** will increase its Potosi plant some 12,000 square feet this spring. The company expects to employ another 70-80 workers.

● **Town & Country Shoe Co.** has taken over temporary quarters in

Slater during construction of a new shoe factory. Operations were begun last month with an initial force of some 125 employees.

### New Jersey

● A two-alarm fire on the fourth floor of the **Phoenix Slipper Co.** plant in Union City resulted in estimated damage of \$10,000 to the company's stock and equipment.

● **Standard Insole Co.**, Newark maker of insoles, has filed voluntary petition in bankruptcy listing liabilities of \$73,228 and assets of \$12,500, it is reported.

### Illinois

● **Edgar S. Kiefer Tanning Co.** of Grand Rapids, Mich., has moved its Chicago branch from 223 W. Lake St. to new quarters at 564 W. Randolph St.

### New Hampshire

● Officials of the **Franklin Tannery** in Peabody, Mass., are reported interested in the former Dover Film Corp. property in Dover as a possible location for a new plant. Officials have refused to comment on any prospective move.

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## Canadian Notes

• Consumption of all rubber for footwear manufacturing, including heels, soles, etc., declined to 1,927,151 lbs. in Nov., 1952, involving 779,250 lbs. natural rubber, 928,532 synthetic and 219,369 reclaimed, compared with 2,105,306 lbs. in previous month, including 942,024 lbs. natural, 875,186 synthetic and 288,096 reclaim.

• Latest nationwide survey by the Canadian Government reveals 19,329 employees engaged in **leather footwear industry** at Nov. 1, 1952. Average weekly salaries and wages amounted to \$38.88 against \$33.76 a year earlier. Payrolls increased to 293.7 at Nov. 1 against 225.6 year before, based on 1939 being 100, with employment standing at 118.2 against 104.6.

More women were employed in this industry since at Nov. 1 men comprised 10,673 employees and women 8,656 or 55.2% and 44.8%, while a year earlier men comprised 58.1% and women 41.9%.

• Net income of \$60,379, or \$3.02 per share, is reported by the **Humberstone Shoe Co.** for the fiscal year ended July 31, 1952, compared with \$69,699, or \$3.48 a share, for the preceding 12 months. Net working capital amounted to \$431,305 at July 31, 1952, against \$431,479 at the end of the preceding fiscal year.

## SHOE LABOR

(Continued from Page 10)

Certainly this will pose a question to the shoe unions: If a guaranteed annual work or wage can be given to one labor union (Teamsters) why not to others (shoe unions)? It could establish some sort of precedent—or represent a new bargaining lever. The United Shoe Workers of America, CIO, are planning to push this point.

But attracting needed young blood into the industry isn't just a matter of raising starting rates. If this solves one problem it merely creates another by reducing the differential between learner rates and rates paid experienced and skilled workers.

John J. Mara, head of AFL's BSWU, is one of the strongest advocates of a wider wage margin between non-skilled, semi-skilled and skilled shoe workers. He urges a starting rate of \$1.33 an hour for unskilled, and working up to \$3 for skilled. He points out that in other trades this differential scale is used; that is, a beginner starting at 40 percent of the top wage scale, then gradually working up to 50, 60 and higher percentages.

This sets up a double-barreled problem. Without an attractive starting rate it is difficult to bring in new, young workers. If the starting rate is made attractive, there is grousing among the semi-skilled and skilled because the wage differential is small between the experienced and non-experienced workers.

Probably deeper rooted to this problem is the topic of piecework which typifies the industry. Piecework became general in the shoe industry in the 1890's. This method is regarded by many as a necessary evil. A worker is paid for the amount and type of work he does on a shoe. Because shoe patterns or types change so frequently, a rate set for piecework in one season might be outmoded in the next, requiring establishments of new rates.

Henry L. Nunn of Nunn-Bush Shoe Co., declared, "I have always felt that a piecework system leads inevitably to careless management. Under such a system there is a tendency to be lax in planning and managing the product through the plant. This is probably due to the feeling that under such a system, cost is fixed."

States John J. Mara, "Shoe business is complicated and piecework adds to the complication. If we could eliminate the piecework system in the shoe industry, many current problems would cease. Of course, there might be a slowing down of production; many might not at first work to the best of their ability. But that could be taken care of, the same as in other trades with hourly rates."

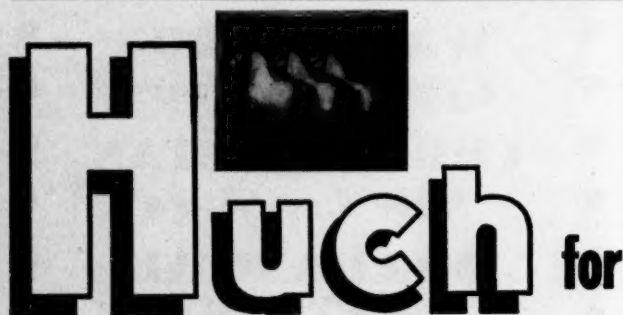
Also receiving increasing attention is the subject of a single national labor wage scale for the shoe industry. As is well known, hourly rates vary widely by geographic location in the shoe industry. For example, in October, 1952, from a high of \$1.52 in California to a low of \$1.11 in Pennsylvania and Maryland. (See Table 3.)

Table 3

### Shoe Workers' Earnings by States, October, 1952

State	Aver. Hours Worked	Aver. Hourly Earnings
California	34.8	\$1.52
Illinois	38.5	1.27
Indiana	37.8	1.15
Maine	36.3	1.28
Maryland	38.8	1.11
Massachusetts	35.2	1.40
Missouri	38.1	1.20
New Hampshire	31.6	1.37
New York	38.1	1.42
Ohio	36.1	1.27
Pennsylvania	40.7	1.11
Wisconsin	40.6	1.35
United States	37.2	1.29

Source: Bureau of Labor Statistics.



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The recent "merger" meetings between the CIO and AFL shoe workers unions have emphasized the point of a national wage scale along the lines of other unions such as the steel workers, auto workers and coal workers. As one union official declared, "We are seeking more stabilization of wages, rather than giving one manufacturer a wage advantage over another. If one manufacturer has an advantage, it should not be from wages but rather from skill in management, selling or other non-wage factors."

However, Charles H. Jones, president of the National Shoe Manufacturers Association, and head of the Commonwealth Shoe & Leather Co., states, "There has been some question among economists as to whether country-wide handling of labor relations is desirable. We would not want to make recommendations at this moment."

If higher wages or earnings are felt to be essential to attracting new workers and retaining regular workers, what about wage boosts? Some interesting views come to light. Maxey Jarman, General Shoe Corporation's board chairman, says:

#### Higher Wages Are Sound

"The shoe industry as a whole would be in a sounder position if the earnings of shoe workers were higher. Those companies paying low wages have held down the whole industry. But the lifting of wage levels cannot be revolutionized overnight. To be on a sound basis, these higher wage levels should come gradually."

Jarman cites several of these "advantages": attraction of first class workers; reduction of worker turnover; fewer losses of workers to other industries; happier, more productive workers; improved quality of product; greater over-all efficiency.

But, Jarman states emphatically, "Unions are not the answer to the problem. Some concerns with the lowest wage levels have unionized plants." He cited one shoe producer who says he keeps lower wages by "trading" with the union in the plant—and getting a better bargain than if he had no union. With no union, says this producer, he eliminates the cost and time of constant bickering.

According to Russell J. Taylor, head of USWA, CIO, "Shoe manufacturing is a low-pay industry. This wasn't always so. About 25 years ago the industry paid the sixth highest wages of all manufacturing industries. Today it is about 60th."

Another problem the industry must face is that of giving a full 40-hour week of work over a year's average. In no year since 1946 have the shoe workers averaged a 40-hour week. Ironically, 1950 was the second highest shoe production year in our history, and 1952 was the second highest. Yet in neither of these two high-output years did the shoe workers enjoy a single month where the weekly hours came to 40 hours on a national average. The best month was August, 1952, with a weekly average of 39.7 hours.

Compared with other industries, or with all industries combined, the shoe industry does not show up well in the matter of hours worked. Following is shown the comparison for September, 1952, of average weekly hours worked in manufacturing groups:

Group	Hours
All Mfg.	41.00
Durable	42.00
Non-Durable	40.03
Footwear	38.10

Therefore, even when hourly wage rates are relatively high, actual earnings are easily offset by low number of hours worked. Even in 1950, second highest production year, average weekly hours worked came to only

36.9. In 1949, a "normal" production year, the average was 35.9 hours; in 1951, a relatively slump year, it came to an even 36 hours. For 1952 it averaged about 38 hours.

Shoe factories, recognizing this difficulty, have striven to accept business at cost or even less, for a time, to keep factories operating and workers employed. This reduces layoffs but does not prevent them. When the plant is busy again, the effort to recall the laid-off worker is often to no avail. Frequently he has found work in another shoe plant or another industry—particularly where there is more employment security.

This wide range of weekly hours worked, along with the wide swings in seasonal employment, comprise a discouraging combination for experienced workers as well as newcomers.

The wide fluctuations of employment are common to the shoe industry, varying from 10 to 20 percent over the course of a year. For instance, in 1951, employment in the shoe industry reached a high of 262,000 in February and a low of 221,000 in November—a differential of 41,000 or 16 percent. Even a 10 percent fluctuation can create a temporarily unemployed force of 25,000. (See Table 4.)

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##### CALIFORNIA

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Year		Employment Spread
1947	High:	247,900, Dec.
	Low:	224,400, May
	Change:	23,000 or 9%
1948	High:	250,800, Feb.
	Low:	219,100, May
	Change:	31,700 or 13%
1949	High:	234,500, Feb.
	Low:	208,000, Nov.
	Change:	26,500 or 11%
1950	High:	237,300, Aug.
	Low:	217,500, May
	Change:	19,800 or 8%
1951	High:	238,900, Feb.
	Low:	197,700, Nov.
	Change:	41,200 or 17%
1952*	High:	231,800, Aug.
	Low:	212,800, Jan.
	Change:	19,000 or 8%

While admitting this is a serious problem, Lazar M. Paves, Bureau of Employment Security official, adds one encouraging note: "The skilled workers, in general, have steady employment. These comprise about 35 percent of the total."

Earle F. Snow, whose BSAC union in the Brockton area has about 6,000 members, points out that in the past few years about 1,500 skilled shoe

Snow admits that shoe factories are anxious to retain their regular workers. "They are far more interested in keeping their experienced employes than having new help come in and out all the time. However, in slow periods they often have no choice."

Charles Goldman, long-time legal and labor relations counsel to Massachusetts shoe manufacturers, particularly in the Lynn-Haverhill area, says that in this respect shoe manufacturers "are faced with other difficulties. They no longer can be seasonal in operation. To retain their help and maintain their organization they must provide steady work. If there are no orders they must either anticipate business or 'make for stock'—which requires considerable capital and involves financial risks."

Still another employment obstacle in the shoe industry is the average size of manufacturing plants along with the highly competitive nature of the industry. For instance, the first 50 shoe manufacturing firms in the industry account for about 58 percent of all the shoes produced. The

The obvious result is a high mortality rate of shoe manufacturing firms, along with spasmodic production and employment, especially with a good share of the 700 smaller firms. It is interesting to note that 13 percent of all shoe manufacturing plants employ nine or fewer workers each, while 38 percent employ 50 or fewer workers. (See Table 5.)

In 39 U. S. communities shoe industry employment accounts for between 10 and 25 percent. In 21 areas it's between five and 10 percent.

	Number of Plants	% of All Shoe Plants	Number of Employees	% of All Shoe Industry Employment
The smallest	89	7%	1 to 4	7/100 of 1%
" "	173	13	9 or less	3/10 of 1%
" "	270	21	19 " "	9/10 of 1%
" "	483	38	49 " "	4%
" "	668	52	99 " "	9%
" "	987	76	275 " "	34%
" largest	300	24	275 or more	66%

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**3**

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A small town like Brookfield, Mo., will have a high percentage of 42 percent, and Washington, Mo., 46 percent. However, other communities may have thousands of more shoe workers, but in ratio to the community's over-all labor force the shoe workers comprise only a small percentage. Boston, New York and St. Louis are typical of these. For instance, Metropolitan New York employs 12,000 shoe workers, yet this number comprises only one percent of the area's total manufacturing workers.

This type of concentration is an important facet of the over-all problem. Civic, government, and labor officials everywhere are intensifying efforts to do away with "one-industry" communities, especially where the industries (such as the shoe industry) operate on a seasonal basis.

By bringing in other industries a steadier employment balance is created. But it also creates competition for qualified workers from the local labor pool. And where this occurs, the shoe factory frequently comes out on the short end.

#### **Brockton Shoe-Saturated**

Brockton, long a one-industry city, is trying desperately to break this strangle-hold. For example, 70 percent of the value of all goods produced in this city of 65,000 consists of shoes and shoe products — the largest such portion of any city in the country. Of the city's \$85,000,000 in manufactured goods, \$60,000,000 is in shoes and shoe products. Of the city's 8,300 production workers, 5,500 are connected with the shoe industry. Of the city's \$19 millions in annual wages to manufacturing workers, \$12 millions go to shoe industry workers.

While the Brockton area has a pool of about 7,000 skilled shoe workers, shoe manufacturers are by-passing the area, or are leaving or liquidating. Between 1920 and 1951, 14 major shoe firms, employing nearly 4,000, have moved out, while some 65 firms, accounting for another 4,000 workers, have liquidated. Since 1948, Brockton has led the jobless parade for the entire state of Massachusetts. Where in 1920 this city accounted for eight percent of the nation's shoes, today it is down to two percent.

As one Brockton civic official declared recently, "We're fed up—the merchants, the workers, the city officials, everybody—on riding the ups-and-downs of the shoe industry.

We're tired of bust and boom as a way of life around here. Now we're bringing in everything we can — metal working, electronics, steel, plastics, furniture and all other industries we can attract. We're going to have a taste of employment security in this town."

Significantly over the past 10 years, more than 300 manufacturing firms making products other than shoes have been brought into Brockton. This has created serious labor bidding problems for local shoe producers.

#### **Labor Turnover Problem**

Another part of the industry's labor problem is the turnover or quit rate. The shoe industry has one of the highest turnover rates of all major industries, and is certainly higher than for all manufacturing industries combined. Significantly, turnover is concentrated largely among the younger and shorter-term workers. While these are the first to be laid off in slow periods, a portion of the turnover is due to straight quitting for other jobs where the pay is higher and employment steadier.

Another reason is the high percentage of women employed (about 53 percent) in the industry—quitting because of marriage, pregnancies, illness, domestic responsibilities, etc.

However, some highly pertinent and expert comments on the labor turnover problem come from Benjamin Seligman, legal and labor relations counsel to some of the leading

manufacturers and trade associations in the shoe industry.

"The manpower problem is aggravated by the fact that industry as a whole has grown so rapidly, affording more diversified job selection in every community. The shoe industry itself has decentralized, locating in areas where there are few or no experienced shoe workers. No longer does everyone in town work at the shoe factory.

"All of this means that a shoe manufacturer, if he expects to maintain his source of labor supply, must recognize and meet competition from local industry which will be bidding against him for the pick of the crop.

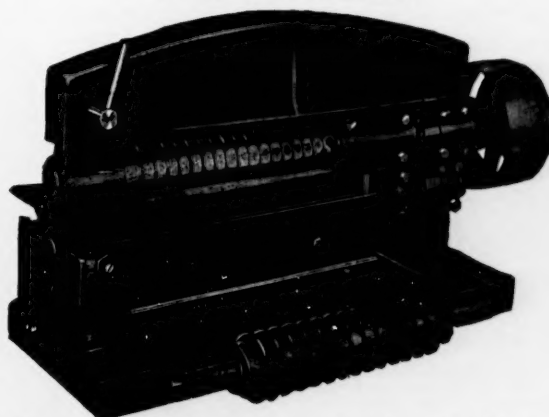
"This means that turnover must be reduced to a minimum and a reservoir created which can be tapped when shoe workers are needed. Low turnover will accomplish three things: (1) It may mean the difference between profit and loss; (2) it will reduce the size of the pool of potential workers needed; (3) it will be the best advertisement for choice help that an employer can have.

#### **Discourages Job Seekers**

"High turnover, on the other hand, not only leads to poor morale in the plant and discourages local job seekers, but is extremely costly. Surprisingly, many firms—even those with elaborate accounting systems, seldom know their true turnover costs. The elements entering into the cost figures are many.

"When there is no adequate source of labor supply, it means a time-

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consuming search for replacements. Overtime work may be necessary until a new man is found. When a new operator goes on the job there is the expense of breaking him in, plus the cost of waste and spoiled work. The new man does not earn his pay right away, and it may be weeks or months before he is as productive as the man who quit. Training the new man takes the foreman's time and the time of the men working beside the newcomer. Their productivity will drop.

"In a tight labor market, workers choose their jobs. Once recruiting becomes difficult, standards of selection go down.

"While the cost of employee turnover differs from plant to plant and from job to job, reliable estimates have placed the figure at about \$500 per man in shoe manufacturing. Taking this figure and applying it to a 200-man plant that replaces 15 men a month, the annual cost is \$90,000.

"This example assumes a monthly turnover rate of 7.5 percent. If a firm's monthly quit rate runs over two percent it is time to take a close look at the reasons. If monthly discharges exceed three percent, the danger point has been reached. Lay-offs cannot be tested by any percentage figures because the reasons are so varied. It is wise, however, to find out how many operators did not come back to work because they had taken other jobs. A monthly record should also be kept of the reasons for the separations in the case of quits and discharges. In analyzing the monthly percentage figures the time of the quitting is an important consideration. Did it take place in the first month after hiring? Is the quit rate higher in one department than in another? Are they confined principally to lower-paid jobs?

"There is, of course, no panacea for turnover ills. Each turnover prob-

Table 6  
Average Pairage Output Per Production Worker

Year	Total Output (000 Pairs)	Aver. No. Workers	Average Output Per Worker (Pairs)
1935	383,761	202,100	1,900
1936	415,227	204,700	2,028
1937	411,969	215,500	1,912
1938	389,746	209,000	1,870
1939	424,136	230,900	1,837
1940	404,151	220,600	1,832
1941	498,382	237,800	2,096
1942	483,870	232,100	2,085
1943	465,397	205,600	2,264
1944	462,568	194,200	2,382
1945	483,739	193,100	2,505
1946	528,962	217,000	2,438
1947	468,069	222,400	2,105
1948	479,630	235,000	2,040
1949	473,005	226,000	2,093
1950	512,374	229,000	2,226
1951	469,599	219,000	2,141
1952	507,000	228,000	2,224

lem must be handled in its own setting." Seligman suggests several rules which have general application:

- 1) Establish a reasonable wage and job classification system.
  - 2) Promote from within as much as possible
  - 3) Utilize the employees' highest skill and experience.
  - 4) Provide enough and competent foremen.
  - 5) Establish an intelligent educational program for the employees.
- An employee who knows his company and appreciates his job is a well-informed employee who can do a great deal to develop a well-informed community which will say, "The shoe factory is a good place to work."

Because wages and productivity are so closely linked, the worker's contribution to output is also an important measurement factor.

However, average pairage output per worker in the shoe industry has not changed in years. As shown in Table 6, average per-man output over the past 18 years has remained fairly stable. (Note: In this table the war years should be excluded because of so much overtime work being involved.)

#### Production Determines Productivity

Now, one thing should be emphasized. Productivity in the shoe industry depends largely upon the production activity of the factory. Increased production of shoes results in increased per-man output because there is fuller utilization of the already available equipment and capacity of the factory. For example, in 1946 the industry produced 50,000,000 more pairs of shoes than it did in 1947; and in 1946 it required four percent fewer man-hours to produce a pair of shoes than it did in 1947. In 1950 the industry produced 40,000,000 more pairs than in 1949; in 1950 it required 3.5 percent fewer man-hours to turn out a pair of shoes than in 1949.

It may almost be considered an axiom for the industry that the lower the production the more man-hours

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352 E. Ward St., Milwaukee, Wis.

are required to produce a pair of shoes, and hence the higher the cost per pair. In short, high productivity is virtually synonymous with high production, or vice versa.

A graphic example, perhaps, is the comparison of the years 1945 and 1948. The pairage production was almost identical—but in 1945 this output was achieved with only 193,000 workers (who attained an all-time productivity averaging 2,500 pairs per worker for the year), while it required 235,000 workers to produce the same total number of pairs in 1948 (for a drop in per-man output to only 2,040 pairs for the year.) Nor was overtime in 1945 a heavily important difference, because the annual average for weekly hours worked was only 41 hours.

Productivity, therefore, is not so much a labor problem as it is a problem of industry or management to deliver the work for output. As pointed out earlier, fluctuations or uncertainties in production schedules are more frequent in small plants than in larger ones. And this ties in with the productivity rate. The Commerce Dept., in a recent study, showed that plants with 100 or fewer workers in the shoe industry (and 50 percent of all shoe manufacturing plants fall into that classification) are less productive on a per-man or per-man-hour basis. That is, a smaller plant employs more persons to turn out the same number of pairs as a larger plant. Is this a labor problem or a management problem?

### Over-Capacity

The industry, as it now stands, is equipped to turn out at least 800,000,000 pairs a year, more than half again its present output. The problem of idle capacity is apparently no nearer solution today than it was in 1872, when the convention of the Knights of St. Crispin was told that the American market could be "fully supplied in eight or nine months of full-time production." Prior to 1927, the United Shoe Machinery Corp. figured on an average idleness of two months a year for its machines in an average plant. Today the annual "idleness level" is up to three and four months.

The general existence of surplus labor in the shoe industry over many years has, ironically, been one of the deep-rooted causes of increasing shortages of skilled workers as the latter, discouraged with wage rates and insecurity of employment, have tended to migrate to other industries.

An interesting comment on this comes from Earle F. Snow: "One of

the tasks of our union is to try to maintain an available supply of qualified labor. But recently, despite our greatly intensified efforts, about the only source of available shoe workers in our area has been to virtually dig them out of the grave. The over-all supply has been diminishing, not increasing."

Not a few shoe manufacturers, however, have accused unions of trying to deliberately restrict the number of learners coming into the industry, thus creating labor supply shortages to bid up wages. In our study this question was placed before labor union officials. Denials were strong, but at the same time "realistically compromising." Typical, for example, are the comments of Angelo G. Georgian, New England representative for USWA, CIO:

"Our union has not attempted to limit learners or newcomers so that a shortage of workers will prevail. We are keenly interested, however, in protecting ourselves from overloading of jobs during a temporary increase in production. If the manufacturers could arrange their working schedules so as to provide steady employment throughout the year, I'm sure that many skilled workers would return to the trade, and the unions would be most willing to cooperate on the learners question."

States Maxwell Field, executive vice-president of the New England Shoe and Leather Assn., "One reason why so many shoe manufacturers have been locating in textile centers has been the reservoir there of semi-

skilled and unskilled help. More than half of the industry production workers are women, situated mainly in stitching and fitting rooms. We have found that girls who have been trained in textile industries or factories are excellent employe material for shoe factories.

"The bulk of shoe factory jobs fall into the unskilled and semi-skilled categories. Workers in textile areas can be successfully adapted to employment in shoe factories."

For instance, Lawrence and Lowell, Mass., major textile industry centers, have in recent years shown an expanding number of shoe factories located there.

### Factory Migration

One of the most intense grievances of shoe labor unions has been the factor of migration of shoe manufacturing firms. This, they believe, is one major reason for discouraging young workers from entering employment in a shoe factory with the intention of remaining, and also of discouraging established workers from sticking with the industry.

It was factory migration, rife in the Thirties, that was believed to have inspired the remark in 1939 from Charles F. Johnson, top official of Endicott-Johnson Shoe Corp.: "There is no industry where workers are more exploited than the shoe industry."

Quite vocal on this point is Russell J. Taylor, president of USWA, CIO. "Some shoe manufacturers act like gypsies. They run factories on wheels. As soon as a factory is es-

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tablished and begins paying skilled wage rates, the manufacturer often ups and moves to another state. He starts a shoe plant with few or no skilled workers, whom he can pay less.

"It seems that the manufacturers themselves do not try to hold workers. If manufacturers would stay in a shoe area, and become established there, operating with stability as the steel industry does, they would hold their shoe workers, make a better product, and provide a more stable industry."

#### **Labor Costs 25-30 Percent**

However, because labor comprises 25-30 percent of shoe costs, manufacturers feel that it is the most volatile of all competitive factors in the making of shoes. Whereas costs for machinery, equipment, materials and supplies, etc., do not vary much plant by plant, labor costs show a wide differential, geographically and otherwise. Hence labor costs are the most potent motivating force behind factory migrations so common in the shoe industry.

An example of shoe factory migration is Massachusetts. In 1923 there were 595 shoe factories, as against only 255 today. While many went out of business, many others migrated to other areas.

Union officials claim that one major reason for the "mobility" is the fact that leased machinery and equipment can be moved at little or no expense from one area to another. Another aspect of this grievance is the unions' claim that some of the larger companies with several plants will sometimes shift their production from a struck plant to a plant in another area "until the workers are brought to heel."

Also intense on the point of factories moving to "cheap labor" areas is John J. Mara, president of USWA, AFL. "It is next to impossible to organize the workers and preserve

a labor union in these (cheap labor) localities without the support of a powerful national union. The more unions there are in an industry and the more affiliated locals there are that care nothing for conditions outside their own locality, the more rural localities we will have offering cheap labor to employers as an inducement to take their business from the union and fair wage districts."

Charles Goldman, however, believes that excessive pressure of increased wage rates in some areas, such as in Massachusetts, has been the chief cause of migrations. In the negotiations last January with 61 involved shoe plants and the 12,000 Massachusetts shoe workers, members of the CIO, Goldman acted as counsel for the Lynn area shoe manufacturers. He points out that while the CIO, through its national organization, obtained only a four percent general wage increase in Missouri, four cents an hour in Chicago, four percent from International Shoe Co., and no increase in the New York-Brooklyn area, it receives a five percent increase in Massachusetts, which along with fringe benefits came to a total of 7½ percent, the nation's highest. Goldman called this contract "the kiss of death" for many producers in his area.

#### **Unfair Competition**

"These manufacturers in the low-labor cost areas," says Goldman, "make the same shoes on the same lasts with the same materials on the same machines, and for the same buyers as these Massachusetts manufacturers are trying to sell. How can the latter compete fairly?"

Goldman believes it is one good reason why "shoe manufacturing is being decentralized into small units, generally placed in communities where there is no other industry, and where lower labor cost is available. Whenever there is an attempt to organize these plants, or another indus-

try moves in, like the Arabs of old they fold their tents and silently steal away."

Goldman produces a list of 98 shoe manufacturers in the Lynn-Haverhill area who were summoned to attend a Joint Negotiating Committee hearing at the Massachusetts State House in 1949. Today, 46 of these firms have either liquidated or moved out of state—a mortality rate of nearly 50 percent for that area over the three-year period.

#### **Labor Unions Unite**

Nevertheless, the shoe labor unions are preparing to combat this old grievance and problem of factory migration and its effect on shoe workers by establishing a merger of the major shoe unions, thus creating a single national labor unit of the approximately 125,000 workers now organized (50,000 AFL, 50,000 CIO, 6,000 BSWU, 20,000 others).

The first such meeting of the AFL and CIO shoe unions was held in St. Louis on March 5, 1952, where it was agreed that neither union would raid an established local union of the other. Since then there have been several other meetings, with more planned, each time leading to stronger integration of planning and policy and action. Since 1870, when the Knights of St. Crispin was operating, there has been no single national union embracing the majority of shoe workers.

Needless to say, the basic problem—attracting and retaining an adequate pool of young, good potential labor, along with holding on to skilled workers—is admittedly a complex one. But virtually all qualified observers or participants believe that the situation can be improved by mutual planning and action, by the establishment of a program.

A program for "solving the problem" must begin on a foundation of mutual cooperation and action by labor and management. This is not meant in any idealistic sense, but in a tangible, practical way.

For example, the establishment of a permanent Labor-Management Policies and Practices Committee composed of representatives of each side. It is essential that these representatives be selected from top-level leadership or officialdom.

Such a Committee would not discuss wage contracts, negotiations or any other such matters which belong in the realm of individual company-and-union operations. The Committee would program and act upon broader issues affecting both

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sides. For example, training programs; increased productivity; attracting and retaining more younger workers of higher quality potential; leveling peaks and valleys in production; etc.

All labor leaders consulted on this matter expressed willingness to participate in establishing and operating such a committee. "If it did nothing else except illustrate the fact that labor union officials in the shoe industry don't wear horns, something would be achieved," was one union comment.

### Too Much At Stake

Some other comments are pertinent on this matter. Angelo Georgian, New England chief for USWA, CIO: "The time has come when labor and management have too much at stake to be fighting one another. A production problem is just as much a union responsibility as it is the manufacturer's. Sincerity of approach is vital."

John J. Mara, president of USWA: "I believe it would be an excellent idea to get together, to work together in helping to find solutions to our common problems. When we say 'shoe industry' it is a combination of labor and management. The best interests of the shoe industry are our common interests."

Walter Spicer, executive secretary of Associated Shoe Industries of Southeastern Massachusetts: "It is believed by us in this area that an interchange of thought and knowledge on the subject of attracting younger people into the industry would be beneficial to all. Whether an exploration of this and other subjects by top-level union and management officials for the industry nationally would accomplish effective results is, of course, a moot question."

Earle F. Snow, president of BSAC: "It's one union and one group of manufacturers in our area. We're not trying to bite each other's ear off all the time, though we don't hesitate when the occasion demands. If they can't stay in business and make a profit, there's no place for my workers to go. Operating a business is a labor-management team project. The same principle could well be carried out—at least tried out—on a national basis with a set-up such as a Labor-Management Policies and Practices Committee, as suggested."

A pertinent comment comes from the President's (Truman) Council of Economic Advisors, which sponsored a study of the New England Shoe industry. One of the conclusions reached: "As jobs are increasingly

controlled by machines and paced by machines, the advantage of skills becomes less important. It is time now for the unions and the manufacturers to face up to and study their long-range problems, and to exchange information more freely, and to work out adjustments with the objective of increasing labor productivity."

While most of the many shoe manufacturers approached on this question were in hearty agreement with the principle and spirit of the Labor-Management Committee, the current official view of the National Shoe Manufacturers Association, as expressed through its president, Charles H. Jones, Jr., is tempered with caution. States Jones, "I am personally most interested to see the relations in the shoe industry reach the highest possible plane. But at this time we do not feel that we could give any helpful thought or encouragement on setting up a joint Labor-Management Committee. Matters of labor relations are rather intimate with the various companies throughout the country, their problems varying greatly."

### Community Relations Program

One of the most mentioned ways of attracting and retaining younger workers is in setting up a community relations program. Some excellent comments on this stem from Benjamin Seligman, prominent labor relations counsel for the shoe industry.

"One of management's major problems is in preparing the shoe

worker of tomorrow. Since employees must be drawn from the local labor market, the esteem in which the community holds the company will determine in part whether the pick of the local job seekers is offered to the company or whether it will have to be content with less desirable workers.

"Good community relations will go a long way in helping to eliminate strikes, increase worker productivity, reduce labor turnover, creating a good present and future supply of labor in the community, and getting the employee to accept technological improvements as being to his own benefit.

"In all this, however, *the initiative must come from industrial management.*"

### Continuity Of Employment

Some general suggestions come from Louis Levine of the Labor Department's Bureau of Employment Security. Mr. Levine heads the branch which prepares reports and analyses of industry. He recently completed a shoe industry employment study covering the past two years.

"One aim might be continuity of employment, and not just increasing the pay rate.

"In manpower, the industry could think ahead more. There tends to be too much off-the-cuff action. Some people in the industry are falsely and dangerously assuming that manpower will always be forthcoming when needed.



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Training of new workers is a costly matter. J. O. Moore, president of H. C. Godman Shoe Co., Columbus, Ohio, stated that cost of training a new worker amounts to about \$1.50 an hour for the first twelve weeks, or nearly \$500.

### Mutual Training Program

John J. Mara of BSWU presents a unique suggestion on the matter of training new workers. He believes that a mutual labor-management committee set up in shoe centers could operate a special training program for new workers in local shoe factories. The shoes made by the trainees could be sold at very low price to various kinds of institutions, or for export. He believes that the costs of training such workers might be shared mutually by labor and management organizations.

Two helpful suggestions come from Julius G. Schnitzer, head of the leather division of the National Production Authority.

Says Schnitzer, "The government, in its shoe buying, could help smooth out the industry's peaks and valleys by more judicious spacing of its orders so that these orders fall into low production months. A lot of military deliveries could have been delayed a month or longer. Calling for delivery during a peak production period has necessitated overtime during that period, and then a layoff later when the business and employment could have been used to better advantage."

On the topic of technological development as an aid to the labor

problem, Schnitzer said, "There has been some advancement in technology, but in my opinion it has not been enough for an industry the size of the shoe industry." Schnitzer believes that technological developments would help ease the manpower problem to an appreciable degree.

It is interesting to note that a Labor Dept. study of some years ago revealed that improvements in shoe machinery had reduced the time required to make a pair of medium-grade men's shoes from 170 man-hours in 1900, to 106 in 1923, to 93 in 1936.

Well, is there a basic solution to the over-all "labor problem?" One thing is no doubt obvious at this point: there is no single factor which in itself represents a solution. As with any complex problem, improvement or remedy involves a combination of steps, each coming from a different direction but all converging upon a single hub.

### Wages Alone Not Answer

So it is here. Merely to raise wages is no answer to, for example, steadier employment. However, out of the confusion comes two basic needs essential to any improvement to the problem. One is economic, the other what might be called social.

The day is gone when shoe work had the powerful appeal of a "fine, traditional craft" which was adopted as a proud, lifelong career. Today in most cases the job simmers down to mechanics, to the monotonous operation of machines and equipment. While skills are involved, they are far from the degree or kind of skills in the old craft days. Today it is a job much as in any other type of industrialized or mechanized factory.

Hence the attraction of shoe work (as a craft appeal) is gone. Replac-

ing it is sheer economics—the desire and demand for security, steady employment, good wages, pensions and other fringe benefits, opportunity for advancement, attractive working conditions, etc.

These economic conditions as offered by the shoe industry are compared with those offered by other industries bidding for the same labor pool, especially the young labor.

### Compete With Other Industries

Thus an obvious conclusion on this point: Any hope of approaching a remedy to the problem will require that the industry work itself into a competitive position with at least the average for other industries as regards economic appeals for workers.

The second basic portion of the solution which we have called "social" is a matter of cooperative labor-management relations on an industry-wide basis, much as has been so successfully worked out in the ladies garment industry.

This we have suggested in the Labor-Management Policies and Practices Committee. In short, establishment of machinery comprised of top-level representatives on both sides. No satisfactory working out of mutual problems can hope for success without mutual understanding and warm respect of the parties involved. While this may be a platitude it is also an irrefutable truth.

### Trend Intensifying

But no individual or organization or group in the shoe industry can escape facing the harsh reality that the industry's labor force is rapidly aging, and that fewer and fewer younger workers are coming into the industry to make a career of it. This trend is intensifying. As production eases off seasonally the problem of qualified labor supply may seem to ease off with it. But as high output months rise periodically, the industry will more and more recognize the tightening vice of this "labor problem."

Last-minute action may prove too late. It may also prove to be dangerously costly. For example, if the only remaining alternative at that desperate point is to raise wages substantially to match those of other industries, such a bulk rise could prove catastrophic for labor and management combined.

There is only one conclusion: Now is the time for a program of cooperatively planned action.

—END—



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## Coming Events

March 1-4, 1953—Allied Shoe Products and Style Exhibit, Hotel Belmont-Plaza, New York City.

March 3-4, 1953—Showing of American Leathers for Fall and Winter, 1953. Sponsored by Tanners' Council of America. Waldorf-Astoria, New York City.

April 9-10, 1953—Spring Meeting of Tanners' Council of America, Inc. Boca Raton Club, Boca Raton, Fla.

April 19-22, 1953—St. Louis Shoe Show, sponsored by St. Louis Shoe Manufacturers Association in leasing St. Louis hotels.

April 26-28, 1953—Fifth Factory Management Conference. Sponsored by National Shoe Manufacturers Association. Netherlands-Plaza Hotel, Cincinnati, O.

May 1-2, 1953—1953 Convention of North American Superintendents' and Foremen's Association. Hotel Commodore, New York City.

May 3-7, 1953—Popular Price Shoe Show of America showing of footwear for Fall and Winter 1953. Sponsored by National Association of Shoe Chain Stores and New England Shoe and Leather Association. Hotels New Yorker and McAlpin, New York City.

June 7-10, 1953—Annual Convention of American Leather Chemists' Association. Netherlands-Plaza Hotel, Cincinnati, O.

June 15-18, 1953—Annual Spring Meeting of National Hide Association. Shamrock Hotel, Houston, Texas.

August 17-19, 1953—Allied Shoe Products and Style Exhibit. Hotel Belmont-Plaza, New York City.

August 18-19, 1953—Showing of American Leathers for Spring and Summer, 1954. Sponsored by Tanners' Council of America. Waldorf-Astoria, New York City.

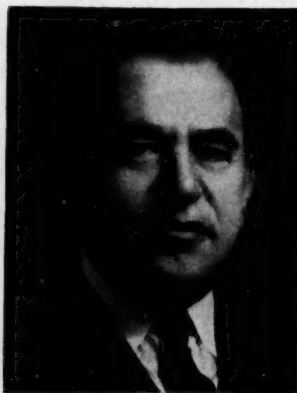
October 22-23, 1953—Annual Fall Meeting of Tanners' Council of America. Edgewater Beach Hotel, Chicago.

Oct. 26-29, 1953—National Shoe Fair, sponsored jointly by National Shoe Manufacturers Association and National Shoe Retailers Association at the Palmer House and other Chicago hotels.

## Deaths

### Solomon Agoos

... 71, prominent tanner, died Jan. 30 at Boston City Hospital after collapsing at the Ritz Carlton Hotel in Boston. He had closed his home in Brookline and was staying at the hotel over the weekend prior to leaving for



a Florida vacation. A leading figure in the leather trade for many years, Agoos was founder, a former president and present chairman of the board of Allied Kid Co., large Boston tanner of kid and side leathers.

A native of Russia, Agoos attended Harvard College before going to work as a stock boy in a local shoe firm. In 1915, he founded Standard Kid Co. after being with his father in the leather business since 1901. The company merged with others and became Allied Kid Co. in 1929. Agoos served as president until 1945 and chairman of the board following that. A trustee of the Beth Israel Hospital, he was known for his philanthropic activities.

He leaves two sons, Herbert M. and Julian E.; a daughter, Mrs. Myer J. Levin; five sisters and several grandchildren.

### Louis Birenbaum

... 61, leather executive, died Jan. 31 at his home in Haverhill, Mass. He had been president and treasurer of Birenbaum Leather Co. for the past 40 years. He was active in local religious and fraternal activities. Surviving are his wife, Annie; three sons,

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William, David and Norman; a daughter, Mrs. Mortimer A. Proper; and a brother, Saul.

### James L. Burns

... shoe foreman, died recently in South Shore Hospital, Weymouth, Mass., after an illness of several months. A foreman at the Regal Shoe Co. in Whitman, he was well-known for his union activities and was former executive secretary of the Brotherhood of Shoe and Allied Craftsmen in Brockton. A native of Rockland, Mass., he leaves five aunts and a cousin.

(Other Deaths on Page 16)

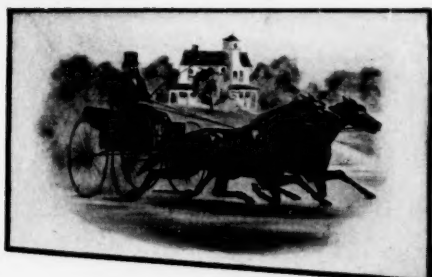
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Almost a century ago—1866—we developed the first Gargoyle product for tanners... a harness oil made from petroleum. Since then we have worked hand in hand with tanners to help them make good leather.

Today we offer you our research facilities... the services of leather chemists and of field technicians who are specialists in leather oils and their correct application... our line of Gargoyle leather oils, greases and specialties, all made under the most exacting standards to assure top quality.

Our 86 years' experience, technical facilities and products can help improve your position. Give us a call.

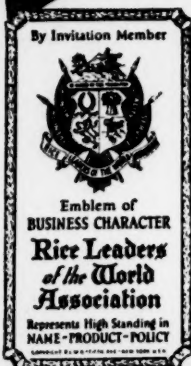
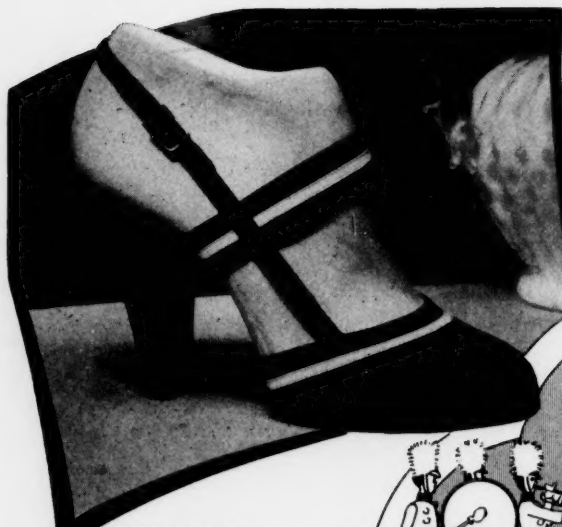
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## **GARGOYLE** *Leather Oils and Greases*





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*Comfort*



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Visit the SHUGOR TAYLOR at the ALLIED SHOE PRODUCTS SHOW, Room 1125, Belmont Plaza, March 1-4 inclusive.